

The Influence Of Work Life Balance And Job Satisfaction On The Performance Of Class 1 Immigration Office Employees 1 NON TPI Karawang

Pengaruh *Work Life Balance* Dan Kepuasan Kerja Terhadap Kinerja Pegawai Kantor Imigrasi Kelas 1 NON TPI Karawang

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ABSTRACT

This research is intended to determine the effect of work life balance (X1) and job satisfaction (X2) on employee performance (Y) at the Immigration Office Class 1 Non TPI Karawang. This research uses descriptive quantitative methods and data obtained by distributing questionnaires/questions that have been distributed to 44 respondents from Immigration Office Employees Class 1 Non TPI Karawang with data collection techniques using simple random sampling. Data analysis was carried out using multiple regression analysis and the help of the SPSS version 24 application. The results showed that the variables work life balance, job satisfaction, and employee performance had good scores descriptively. In verification, work life balance has a partial effect on employee performance while job satisfaction has a partial effect on employee performance then there is a simultaneous effect of work life balance and job satisfaction on employee performance.

Keywords: *Work Life Balance, Job Satisfaction, Employee Performance*

ABSTRAK

Penelitian ini dimaksudkan untuk mengetahui pengaruh *work life balance* (X1) dan kepuasan kerja (X2) terhadap kinerja pegawai (Y) pada Kantor Imigrasi Kelas 1 Non TPI Karawang. Penelitian ini menggunakan metode kuantitatif deskriptif dan data diperoleh dengan menyebarkan kuisioner/angket yang telah dibagikan kepada 44 responden dari Pegawai Kantor Imigrasi Kelas 1 Non TPI Karawang dengan teknik pengumpulan data menggunakan *simple random sampling*. Analisis data dilakukan dengan menggunakan analisis regresi berganda dan bantuan aplikasi SPSS versi 24. Hasilnya menunjukkan bahwa variabel *work life balance*, kepuasan kerja, dan kinerja pegawai memiliki skor yang baik secara deskriptif. Secara verifikatif, *work life balance* berpengaruh secara parsial terhadap kinerja pegawai sedangkan kepuasan kerja berpengaruh secara parsial terhadap kinerja pegawai kemudian terdapat pengaruh simultan *work life balance* dan kepuasan kerja terhadap kinerja pegawai.

Kata kunci: *Work Life Balance, Kepuasan Kerja, Kinerja Pegawai*

1. Introduction

The success of an organization or institution cannot be separated from the performance of its human resources. Organizations or agencies continue to strive to improve the performance of their human resources in the hope that company goals can be achieved (Nurwahyuni, 2019). According to Hasibuan (2020: 10), "Human resources (HR) are the most dominating resource in contributing to the company. Humans always have a big stake in every organizational activity because humans have a role as planners, actors and determinants of achieving organizational goals. ". The purpose of an organization or agency is not only about what is done, but also about how to do certain work in the process towards results (Herlambang, 2019).

Employee performance is closely related to work results related to organizational goals as measured by performance evaluation and performance is also related to the ability of employees to carry out their duties effectively (Dinc, 2017). Employee performance is basically what employees do or don't do. Every organization or agency must function properly to create a competent work environment to achieve the expected goals. When employee performance decreases, it will hinder an organization or agency in achieving its goals.

Decreased employee performance can be caused by several factors, both factors within the organization or agency environment, as well as factors from outside the organization or agency, with decreased employee performance of course also resulting in decreased results and service quality. To achieve high performance, organizations or agencies must create conditions that are able to encourage employees to work and give maximum attention to their employees, in terms of the quality of their knowledge and skills. Employee performance will not achieve maximum results if the organization does not pay attention to employee needs, a balance between organizational development and the development of employee needs in this case is very necessary. (Prayogo, Jamaludin, Nandang, 2023).

Likewise, the performance of employees of the Non-TPI Karawang Class I Immigration office, a government agency tasked with formulating and implementing policies and technical standardization in the field of immigration, has recently experienced a decline in performance, this can be seen from the 2022 work achievement data which is determined in terms of quantity, quality and timeliness.

Quantity is a measure of the amount of work and the number of activity cycles completed by employees, so that employee performance can be measured by count (units/cycles). For example, employees can quickly complete their work from the time limit set by the company (Robbins, 2016: 260). The quantity of performance of Non-TPI Karawang Class 1 Immigration Office employees can be measured by how many employee achievements are to the number of applicants who have completed work in 2022.

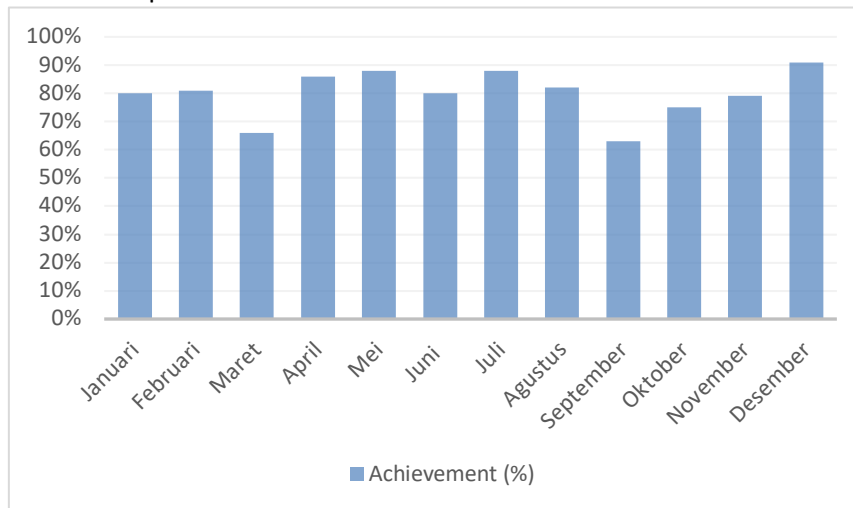


Figure 1. Performance of Non-TPI Karawang Class I Immigration Employees in 2022

Source: Primary data processed, 2023

The decline in performance of Class 1 Non-TPI Karawang Immigration Office employees was allegedly caused by external factors where employees experienced obstacles in completing their work caused by external factors, namely from applicants/people who registered passports both online and offline. The stages of the passport completion process are carried out in a maximum of

3 (three) working days in accordance with applicable regulations. However, not all of these passport completion processes go according to the specified flow and time, there are several obstacles that make the completion of passports exceed the specified time and are not even approved and canceled for several reasons. This is what causes the process of making a passport cannot be completed according to the target and causes a decrease in employee performance.

Apart from the quantity of work, employee performance can also be measured through the quality of employee work. According to Robbins (2016: 260), "Quality of work can be measured from employee perceptions of the quality of work produced and the perfection of tasks on the skills and abilities of employees". The performance quality of Class 1 Immigration Office Non TPI Karawang employees can be measured by how many errors or complaints are given by the applicant. Researchers obtained data related to passport applicant complaints in 2022.

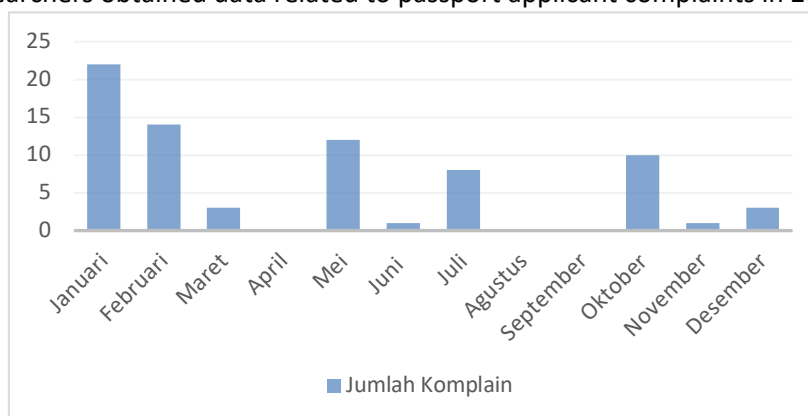


Figure 2. Data Recapitulation of Complaints for Passport Applicants in 2022

Source: Primary data processed, 2023

Based on the graphic image above, it can be seen that every month during 2022 the Non-TPI Karawang Class 1 Immigration Office always gets complaints from passport applicants. The complaint received was in the form of an error in writing the applicant's personal data such as: name, date of birth, place of birth of the applicant. After further investigation, the error was in the printing division where the negligence of the printing staff in inputting the applicant's personal data, while the error from the applicant's side was that the personal data in the document provided as a requirement did not match the personal data listed at the Population and Civil Registration Office (Dukcapil).

One of the reasons for the decline in employee performance is the lack of balance between personal life and work or work life balance. One of the efforts to maintain and maintain good employee performance is the work life balance system. This is in accordance with research by the Global Professional Recruiting Institute by Robert Walters, which found that there are three things that agency/government employees must do well, one of which is a work-life balance. Based on the research results of Badrianto et al (2021) and Arifin et al (2022) Work life balance has a positive and significant effect on employee performance. Meanwhile, Rochim Sidik (2019) and Rahmawati et al. (2021) found that work life balance has a negative and insignificant effect on employee performance variables.

To see the condition of work life balance in the Immigration Office Class I Non TPI Karawang, researchers conducted a pre-research survey of 30 respondents from the Immigration Office Class I Non TPI Karawang. The following is data from interviews on work life balance conditions at the Non TPI Karawang Class I Immigration Office.

Table 1. Data from Interview Variables Work life balance

No	Indicator	Question	Answer	
			Yes	No
1	Time balance	Do you feel that you have balanced time between work and personal life?	17	13
2	The balance of engagement	Are you able to divide responsibilities between family and work	20	10
3	Satisfaction balance	Are you satisfied with what you have got while working?	21	9

Source: Questionnaire processed, 2023

Based on the results of the questionnaire it is known that in terms of time balance as many as 13 people or 30% of Immigration Office Class I Non TPI Karawang employees feel they do not have a balance between time for work and time for personal life. Meanwhile, for the balance of involvement, as many as 20 people or 66% of Immigration Office Class I Non TPI Karawang employees feel they can be responsible between family and work even though they don't have enough time balance (work life balance). As for the balance of satisfaction, as many as 9 people or 30% of Immigration Office Class I Non TPI Karawang employees feel unsatisfied with what they have gotten while working.

In addition to work life balance, other factors that can affect employee performance are job satisfaction. As expressed by Putu (2013) which states that, "Job satisfaction and performance have a positive and significant influence, meaning that the higher the satisfaction received by employees, the higher the employee performance." According to Wirawan (2013) states that, "People's positive or negative feelings and attitudes towards their work have implications for influencing themselves and the organization. If a person is satisfied with his work he likes and is motivated to carry out his work and his performance is high, otherwise if he is not satisfied with his work he is not motivated to carry out his work and his performance decreases. According to Robbins et al. (2016), "Job satisfaction is a feeling towards work that is created from a broad and clear evaluation of individuality". Based on the results of previous research conducted by Rochim Sidik (2019) stated that job satisfaction has a positive and significant effect on employee performance. The results of research by Natalia C. P. Paparang et.al (2021) also state that job satisfaction has an effect on employee performance.

To see the initial conditions of job satisfaction at the Karawang Class I Non-TPI Immigration Office, researchers conducted a pre-research survey of 30 employees of the Non-TPI Karawang Class I Immigration Office. The following is data from interviews on the condition of job satisfaction at the Non TPI Karawang Class I Immigration Office.

Table 2. Job Satisfaction Variable Interview Data

No	Indicator	Pertanyaan	Answer	
			Yes	No
1	The job itself	Is the work that you are currently doing in accordance with your education or work experience	20	10
2	supervision	Are you satisfied with the supervision given by you	25	5

3	Work colleague	Do you feel that you can work with colleagues so that you can create a harmonious working atmosphere with one another?	27	3
4	Promotion	Is the assessment for promotion (position promotion) in the company appropriate based on employee performance and results?	17	13
5	Salary/wages	Do you feel that the company has provided a salary that can meet the needs of your family?rga	14	16

Source: Processed questionnaire, 2023

Based on the results of the questionnaire, it is known that in terms of the work carried out as many as 20 people or 67% of the Immigration Office Class I Non TPI Karawang employees are satisfied, as many as 25 people or 83% of employees are also satisfied with the supervision provided by superiors, a harmonious working atmosphere one with others being the highest satisfaction that is equal to 90%. Furthermore, for promotion satisfaction, as many as 13 people or 43% of employees felt that they were not satisfied enough or felt that the company was not suitable for carrying out promotion or promotion procedures. Salary satisfaction gets the lowest score, namely 16 people, 53% of employees feel dissatisfied and the salary they get is less or not enough to live on.

Work life balance and job satisfaction are one of the factors that affect employee performance as conveyed in the results of research conducted by Ayu Sutriani Lingga (2020) showing that 1) Work life balance partially has a significant effect on Employee Performance, 2) Job Satisfaction partially significant effect on Employee Performance. 3) Work life balance and Job Satisfaction simultaneously influence Employee Performance. From this research, it can be concluded that there is an influence between work life balance and job satisfaction on employee performance.

From the description that has been described as a background, it can be seen that there are problems related to work life balance and job satisfaction on the performance of Class I Non-TPI Karawang Immigration Office employees. Therefore the authors are interested in conducting related research written under the title "The Influence of Work Life Balance and Job Satisfaction on the Performance of Immigration Office Class I Non TPI Karawang Employees".

Work-life balance

According to Delecta in (Hafid, 2017), "Work life balance is the ability of individuals to maintain a balance between their obligations at work and personal needs outside of work". According to Westman et al in Saina et al (2016: 2), "Work life balance is the extent to which a person is carried away and feels satisfaction in terms of time balance and psychological engagement with their roles in work life and personal life (eg time for themselves, time with, parents, family, spouse, friends and society) and there is no conflict between the two roles".

Following are some of the measurement aspects put forward by (McDonald and Bradley, 2005) in (Pangemanan et.al, 2017) for individuals who want to measure work life balance, namely: 1. Time Balance is an aspect that creates a balance or equality between the time a person is given for work or work, and the time a person is given for himself and his family.

2. Involvement Balance shapes the psychology of individuals in balancing themselves, their families and careers, and their commitment to their work-life balance decisions. This psychological commitment plays an important role in individual decision-making to balance their lives so that conflicts and confusion do not arise in realizing these three balances.
3. The balance of satisfaction (Satisfaction Balance) forms the level of individual satisfaction in the balance towards self, family and career. Satisfaction with the success or failure of individuals in balancing work and personal life

Job satisfaction

According to (Robbins et al, 2016), "Job satisfaction is a positive feeling about a job that is manifested from a broad and clear individual evaluation". According to Kaswan (2017), "Job satisfaction is an employee who has an opinion about the good or bad of various aspects of his work. Employees will feel satisfied at work if the aspects of work and aspects of themselves are supportive and vice versa if these aspects are not supportive, employees will feel not satisfied".

In measuring job satisfaction according to (Robbins and Judge, 2016), indicators can be used as a benchmark for measurement, including:

1. The work itself
2. Supervision
3. Colleagues
4. Promotion
5. Salary/wages

Employee Performance

According to (Mangkunegara, 2017), "Performance is the attainment of a person's work in quality and quantity in accordance with the responsibilities that have been given to him". According to (Wibowo, 2014), "Performance is about doing the work and the results achieved from the work, performance is about what is done and how to do it."

In measuring employee performance according to (Kasmir, 2016), indicators can be used as a benchmark for measurement, including:

1. Quality (Quality)
This is one of the supporting measures for measuring employee performance by looking at individual qualities to do nearly perfect work or achieve perfect results. For example, if the person has more or higher quality in doing a task, then the resulting achievement will also be high. Conversely, if the quality of a person in carrying out the task is low, the resulting efficiency will also be poor.
2. Quantity (Quantity)
Is a benchmark in performance appraisal based on the amount or amount produced by an individual to get the number of products in relation to predetermined goals. Achieving the expected goals can exceed the number of goals or fulfill predetermined goals.
3. Time (Term)
Is a time limit in the work with a specified maximum and minimum time limit. This indicator evaluates performance based on the speed at which a person completes a task. So the faster a person completes his task, the better the performance will be. Conversely, if the person is slow in carrying out their duties, then the resulting performance will not be good.
4. Supervision

In the form of responsibility for the work done by paying more attention and doing the best for the job.

Supervision is one of the important indicators in performance appraisal because it measures how much responsibility a person can take for the work they do. Thus, the stronger the individual supervision, the better the performance results, and conversely, if there is no work control, the performance results will be worse.

5. Relations between Employees

Relationships that exist between fellow employees, between employees and superiors, and between employees and their environment can create a pleasant atmosphere. So that it becomes one of the supports in maximizing and achieving good performance.

Research Hypothesis

The hypothesis in this study is as follows:

1. There is an influence between work life balance on the performance of Class 1 Non-TPI Karawang Immigration Office employees.
2. There is an influence between job satisfaction on the performance of Class 1 Non-TPI Karawang Immigration Office employees.
3. There is an influence between work life balance and job satisfaction on the performance of Class 1 Non-TPI Karawang Immigration Office employees.

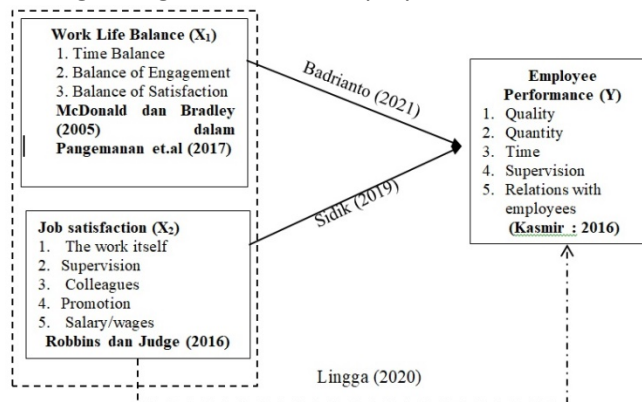


Figure 3. Research paradigm
Source: Author data processing (2023)

2. Methods

The method used in this research is quantitative, using multiple regression analysis and data processing using SPSS 24. The data source is primary data obtained through direct observation and distributing questionnaires to employees of the Immigration Office Class 1 Non TPI Karawang and secondary data sources are data sources that are Obtained indirectly through seeking information through journals, book literature and theses.

The population selected for this study were all employees of the Non-TPI Karawang Class 1 Immigration Office, totaling 50 employees. The Slovin formula is used as a sampling technique, in which the minimum number of samples is calculated, but can represent the entire population, so that the total sample includes 44 employees.

3. Results and Discussion

Research Results Descriptive Analysis

The following is the result of the recapitulation of the research variables as follows:

Table 3. Work Life Balance Variable Recapitulation (X1)

Variable	Dimensions	Question	Score	Criteria
Work life balance (X1)	Time Balance	X1.1	148	Pretty good
		X1.2	133	Pretty good
	Balance of Engagement	X1.3	165	Good
	Satisfaction Balance	X1.4	146	Pretty good
Total Score			592	Cukup Baik
Average Score			148	

Source: Data Processing, 2023

Based on table 3, the work life balance variable gets a score of 592 and has an average score of 148, which is categorized as quite good. This shows that the work life balance of Class 1 Non-TPI Karawang Immigration Office employees is running quite well. The indicator with the lowest score is time balance, which gets a score of 133, indicating that employees of the Immigration Office Class 1 Non TPI Karawang have an inadequate balance of time, this needs to be evaluated again by the Immigration Office Class 1 Non TPI Karawang.

Table 4. Recapitulation of Job Satisfaction Variables (X2)

Variable	Dimensions	Question	Score	Score
Kepuasan Kerja (X2)	Job Satisfaction	X2.1	184	Good
		X2.2	181	Good
		X2.3	161	Good
	Satisfaction With Salary	X2.4	187	Good
		X2.5	180	Good
		X2.6	182	Good
	Satisfaction with Promotions	X2.7	189	Very good
		X2.8	184	Good
		X2.9	172	Good
	Satisfaction with Supervision	X2.10	171	Good
		X2.11	178	Good
		X2.12	185	Good
	Satisfaction with Coworkers	X2.13	170	Good
		X2.14	174	Good
Total Score			713	Good
Average Score			178	

Source: Data Processing, 2023

Based on table 4, the variable of job satisfaction gets a score of 713 and has an average score of 178, which is categorized as good. This shows that job satisfaction at the Non-TPI Karawang Class 1 Immigration Office is going well. The indicator with the highest score is satisfaction with the promotion, which received a score of 189, indicating that the promotion policy implemented by the Non TPI Karawang Class 1 Immigration Office is appropriate and

running very well. However, there is an indicator with the lowest score, namely salary satisfaction, which gets a score of 161. This needs to be further improved by the Non-TPI Karawang Class 1 Immigration Office.

Table 5. Employee Performance Variable Summary (Y)

Variable	Dimensions	Pertanyaan	Score	Criteria
Kinerja Pegawai (Y)	Quantity	Y.1	173	Good
		Y.2	178	Good
	Quality	Y.3	168	Good
		Y.4	173	Good
	Reliability	Y.5	175	Good
		Y.6	179	Good
	Punctuality	Y.7	177	Good
		Y.8	168	Good
Total Score			1.391	
Average Score			174	Good

Source: Data Processing, 2023

Based on table 5, employee performance variables get a score of 1,391 and have an average score of 174, which is categorized as good. This shows that the performance of employees at the Non-TPI Karawang Class 1 Immigration Office is going well. The indicator with the highest score is reliability, which scores 179, indicating that employees have good reliability. However, there are indicators with the lowest scores, namely quality and timeliness, each of which has a score of 168. This needs to be further improved by Class 1 Non TPI Karawang Immigration Office employees.

Verification Research Results

Validity test

The instrument validity test was carried out with the aim of knowing the extent to which the research instrument could reflect the contents of the items and the characteristics to be measured. The questionnaire is considered valid if the significance level is $r \leq 0.05$ ($\alpha=5\%$). The following are the results of validity testing:

Table 6. Validity Testing

Variabel	Item No	R Count	R table (5%)	Information
Work life balance (X1)	X1.1	0,642	0,297	Valid
	X1.2	0,536	0,297	Valid
	X1.3	0,701	0,297	Valid
	X1.4	0,534	0,297	Valid
Job satisfaction (X2)	X2.1	0,491	0,297	Valid
	X2.2	0,537	0,297	Valid
	X2.3	0,543	0,297	Valid
	X2.4	0,434	0,297	Valid
	X2.5	0,539	0,297	Valid
	X2.6	0,599	0,297	Valid
	X2.7	0,655	0,297	Valid
	X2.8	0,651	0,297	Valid
	X2.9	0,738	0,297	Valid
	X2.10	0,686	0,297	Valid
	X2.11	0,598	0,297	Valid

Variabel	Item No	R Count	R table (5%)	Information
Employee Performance (Y)	X2.12	0,665	0,297	Valid
	X2.13	0,666	0,297	Valid
	X2.14	0,641	0,297	Valid
	Y1	0,758	0,297	Valid
	Y2	0,777	0,297	Valid
	Y3	0,862	0,297	Valid
	Y4	0,889	0,297	Valid
	Y5	0,809	0,297	Valid
	Y6	0,640	0,297	Valid
	Y7	0,763	0,297	Valid
	Y8	0,727	0,297	Valid

Table 6 shows that all questions (indicators) for each variable produce a calculated r value that is greater than r table, so it can be concluded that the indicators used in this study can be declared valid.

Reliability Test

The reliability test was carried out using the Cronbach's alpha method, where 0.6 is the minimum limit of the reliability value. If Cronbach's alpha is less than 0.6, the measure used is said to be unreliable. The results of the reliability test are as follows:

Table 7. Reliability Testing

Variabel	Cronbach's Alpha	Criteria	Information
<i>Work life balance (X1)</i>	0,753	>0,60	Reliabel
<i>Kepuasan Kerja (X2)</i>	0,864	>0,60	Reliabel
<i>Kinerja Pegawai (Y)</i>	0.905	>0,60	Reliabel

Source: Data Processing, 2023

Table 7 shows that all variables have a Cronbach's Alpha value greater than the critical value (> 0.6), so the variables of work life balance, job satisfaction and employee performance are declared reliable.

Normality test

Before analyzing the data obtained, a hypothesis test must be carried out to ensure that the model is not biased. The assumption test in this study includes the normality test, multicollinearity test, and heteroscedasticity test. If the significance value of the Kolmogorov-Smirnov test is > 0.05 ($\alpha=5\%$), then the residuals of the regression model are normally distributed. The multicollinearity test is a condition that indicates a perfect linear relationship between two or more independent variables in a regression model (Priyatno, 2013: 56). The normality test results are as follows:

Table 8. Normality Testing

	Unstandardized Residual	Criteria	Information
Kolmogorov Smirnov	0,200	>0,05	Normal

Source: Data Processing, 2023

Based on Table 8 it can be seen that the significance value of the Kolmogorov Smirnov test is greater than 0.05 ($\alpha = 5\%$), namely 0.200, which means that the residuals of the regression model are normally distributed.

Multicollinearity Test

The multicollinearity test aims to test whether there is a strong linear relationship between some or all of the variables that explain the regression model. This test is carried out by looking at the Variance Inflation Factor (VIF) value. If $VIF < 10$, there is no multicollinearity. The following are the results of the multicollinearity test:

Table 9. Multicollinearity Testing

Variabel	Tolerance	VIF
<i>Work life balance (X1)</i>	0,652	1,533
<i>Kepuasan Kerja (X2)</i>	0,652	1,533

Source: Data Processing, 2023

Based on Table 9, it can be seen that the tolerance values for the variables work life balance and job satisfaction are both > 0.1 , as well as VIF for both < 10 , so that it can be said that there is no multicollinearity in the regression model, or in other words the non-multicollinearity assumptions have been fulfilled.

Heteroscedasticity Test

The purpose of the heteroscedasticity test is to test for differences in the residual variance in the observation period. If the residual variance differs from observation to observation, it is said to be heteroscedastic; if they are the same then it is said to be homoscedastic. Following are the results of the heteroscedasticity test:

Table 10. Heteroscedasticity Testing

Variabel Independen	B	t hitung	Sign.
Constant	-5,433	-1,232	0,000
<i>Work life balance (X1)</i>	0,296	1,248	0,104
<i>Job Satisfaction (X2)</i>	0,58	6,109	0,139

Source: Data Processing, 2023

Based on Table 10, it can be seen that the variables work life balance and job satisfaction have a probability value (sig.) that is greater than the alpha value (0.05), namely 0.104 and 0.139. It can be concluded that the variable work life balance and job satisfaction do not have heteroscedasticity problems.

Multiple Regression Analysis

The purpose of multiple linear regression is to test how close the relationship between the dependent variable and the independent variable is. Using multiple linear regression analysis, the independent variables are tested individually in relation to the dependent variable. This analysis tests the hypothesis that work life balance (X1) and job satisfaction (X2) on employee performance (Y). Below is a table of statistical calculation results for several linear regression tests.

Table 11. Multiple Linear Regression Analysis Testing

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	-5.433	4.409		-1.232	.225
	<i>Work life balance (X1)</i>	.296	.237	.144	1.248	.219
	<i>Kepuasan Kerja (X2)</i>	.580	.095	.707	6.109	.000

a. Dependent Variable: Kinerja Pegawai (Y)

Source: Data Processing, 2023

Based on Table 11, the multiple linear regression equation in this study is as follows:

$$Y = -5.433 + 0.296x_1 + 0.580x_2$$

Based on the regression equation model, there are three interpretations that can be given:

- A constant value of -5,433 indicates that if the two variables work life balance and job satisfaction are zero, then the employee performance variable is -5,433.
- The regression coefficient for the variable work life balance is 0.296, which indicates that the relationship between work life balance and employee performance is positive and unidirectional. That is, the better the work life balance, the employee's performance will increase. If the work life balance increases by one unit, the employee's performance will increase by 0.296, assuming that other variables do not change.
- The regression coefficient for the variable job satisfaction is 0.580, which indicates that the relationship between job satisfaction and employee performance is also positive and unidirectional. That is, the better the job satisfaction, the employee's performance will increase. If job satisfaction increases by one unit, then employee performance will increase by 0.580, assuming that other variables do not change.

Coefficient of determination (R²)

The coefficient of determination aims to determine how much the independent variable can explain the dependent variable. This can be seen from the Adjusted R Square value, where a good coefficient value ranges from 0 to 1. The closer to 1, the stronger the relationship between the two variables.

Table 12. Test Results for the Coefficient of Determination (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.801 ^a	.642	.624	3.92100

a. Predictors: (Constant), Job satisfaction (X₂), *Work life balance* (X₁)

Source: Data Processing, 2023

Based on table 12 above, the coefficient value of Adjusted R Square (R²) is 0.624 or 62.4%. So it can be concluded that the magnitude of the influence of job satisfaction and work life balance variables on employee performance is 62.4% while the rest (100% - 62.4% = 37.6%) employee performance is influenced by other variables not examined in this study.

Partial Test (t)

The t test was conducted to determine the effect of the independent variables partially on the dependent variable, whether the effect is significant or not (Priyatno, 2013). The following are the results of the partial test (t):

Table 13. t test

Variabel Independen	t count	t table	Sign.	criteria	Information
<i>Work life balance</i> (X ₁)	1.248	2,015	0,219	< 0,05	H1 Rejected
<i>Job satisfaction</i> (X ₂)	6.109	2,015	0,000	< 0,05	H1 Accepted

Source: Data Processing, 2023

Based on Table 13 it can be seen that work life balance (X₁) has no significant effect on employee performance (Y) which can be seen from the t-count value of 1.248 which is smaller than the t-table value of 2.015 and a significant value of 0.219 which is greater than $\alpha = 0, 05$ then it is stated that H₁ is rejected or the hypothesis is rejected.

Then for the job satisfaction variable (X2) it has a significant effect on employee performance (Y) which can be seen from the t count value of 6.109 which is greater than the t table value of 2.015 and a significant value of 0.000 which is smaller than $\alpha = 0.05$ then it is stated that H1 is accepted or the hypothesis is accepted.

Simultaneous Test (F)

The F test was conducted to determine the effect of the independent variables simultaneously on the dependent variable, whether the effect is significant or not (Priyatno, 2013). Following are the results of the simultaneous test (f):

Table 14. F test

Variabel Independen	f count	f table	Sign.	criteria	Information
Work life balance (X1) dan Job satisfaction (X2)	36,688	3,220	0,000	< 0,05	H1 Accepted

Source: Data Processing, 2023

Based on Table 14 it can be seen that there is a simultaneous influence of work life balance (X1) and job satisfaction (X2) on employee performance (Y) which can be seen from the calculated f value of 3.220 which is greater than the f table value of 3.220 and a significant value of 0.000 which is more greater than $\alpha = 0.05$ then it is stated that H1 is accepted or the hypothesis is accepted. The job satisfaction variable (X2) has a more dominant influence than work life balance (X1) which can be seen from the higher t-value, namely (X2) = 6.109 than (X1) = 1.248.

The Partial Effect Of Work Life Balance On The Performance Of Non-TPI Karawang Class 1 Immigration Office Employees

Based on the results of hypothesis testing, it shows that the t count (1.248) < t table (2.015), it can be stated that there is no significant effect of work life balance on the performance of Class 1 Immigration Office employees Non TPI Karawang. The magnitude of the influence of the work life balance variable on employee performance is 0.296 or 29.6%. The cause of the work life balance variable has no effect because this research focuses on permanent employees and does not involve contract or honorary employees.

According to Suryabrata in Changgriawan (2017), "The reasons for not proving the research hypothesis are the theoretical basis, samples, data retrieval tools, research design, calculations, and output variables". The data collection tool used in this study was a questionnaire and all statements were declared valid and reliable. The research design used was to determine the effect of work life balance on employee performance, so it is likely that work life balance is not the right variable that affects employee performance. The calculations used use the IBM SPSS Statistics program version 24 so there is less chance of wrong calculations. Outcome variables that affect greater employee performance such as examples, leadership style, compensation, job training, conflict management, and others.

The results of this study are in line with research conducted by Rochim Sidik (2019) and Rahmawati et al. (2021) states that work life balance has a negative and insignificant effect on employee performance variables.

The Partial Effect Of Job Satisfaction On The Performance Of Class 1 Non-TPI Karawang Immigration Office Employees

Based on the results of hypothesis testing, it shows that the t count (6.109) > t table (2.015), it can be stated that there is a significant influence between job satisfaction on the performance of

Class 1 Immigration Office employees Non TPI Karawang. The magnitude of the influence of job satisfaction variables on employee performance is 0.580 or 58%.

As expressed by (Putu, 2013) which states that, "Job satisfaction and performance have a positive and significant influence, meaning that the higher the satisfaction received by employees, the higher the employee performance."

The results of this study are in line with research conducted by (Rochim Sidik, 2019) and (Natalia C. P. Paparang et.al, 2021) which state that job satisfaction has a positive and significant effect on employee performance.

The Effect of Simultaneous Work Life Balance and Job Satisfaction on the Performance of Non-TPI Karawang Class 1 Immigration Office Employees

Based on the results of hypothesis testing, it shows that the calculated F value (36.688) > f table (3.220), this indicates that there is a simultaneous effect of work life balance and job satisfaction on the performance of Class 1 Immigration Office employees Non TPI Karawang. The magnitude of the effect of work life balance and job satisfaction on employee performance is 0.624 or 62.4%. The influence of other variables outside the model is 37.6%.

The results of this study are in line with research conducted by (Ayu Sutriani Lingga. 2020) which shows that 1) Work life balance partially has a significant effect on Employee Performance, 2) Job Satisfaction partially has a significant effect on Employee Performance. 3) Work life balance and Job Satisfaction simultaneously influence Employee Performance. From this research, it can be concluded that there is an influence between Work life balance and Job Satisfaction on employee performance.

4. Conclusions

From the results of the research and discussion that have been described previously, the conclusions in this study are as follows:

1. The work life balance variable obtains a score of 592 with an average score of 148 on the fairly good criterion. The indicator with the lowest score is time balance, this shows that Class 1 Non-TPI Karawang Immigration Office employees have an inadequate time balance.
2. The variable of job satisfaction obtains a score of 713 with an average score of 178 on good criteria. The indicator with the lowest score is satisfaction with the salary which indicates that there is dissatisfaction or discrepancy between the work performed and the salary provided by the Immigration Office Class 1 Non TPI Karawang.
3. Employee performance variables get a score of 1,391 with an average score of 174 which is categorized as good. The indicator with the lowest score is quality which indicates that the quality of employees needs to be improved, this can be seen from the complaints from the applicant.
4. There is no partial effect of work life balance on the performance of Class 1 Non-TPI Karawang Immigration Office employees. The magnitude of the influence of the work life balance variable on employee performance is 0.296 or 29.6%.
5. There is a partial effect of job satisfaction on the performance of Class 1 Non-TPI Karawang Immigration Office employees. The magnitude of the influence of job satisfaction variables on employee performance is 0.580 or 58%.
6. There is a simultaneous influence of work life balance and job satisfaction on the performance of Immigration Office Class 1 Non TPI Karawang employees. The magnitude of the effect of

work life balance and job satisfaction on employee performance is 0.624 or 62.4%. The influence of other variables outside the model is 37.6%.

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