

The Influence of Work Life Balance and Burnout on Employee Wellbeing

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Abstrak

Tujuan penelitian ini adalah untuk mengetahui bagaimana kelelahan kerja dan keseimbangan kehidupan kerja memengaruhi kesejahteraan staf Arant Wifi. Sampel jenuh dan metodologi penelitian kuantitatif digunakan. Sebanyak tujuh puluh empat responden, yang semuanya karyawan Arant Wifi, menjadi sampel. Perangkat lunak SPSS digunakan dalam metode analisis data. Analisis data dilakukan melalui regresi linier berganda, uji validitas, uji reliabilitas, uji hipotesis (uji-t, koefisien determinasi), dan uji asumsi tradisional (uji normalitas, multikorelasi, dan heteroskedastisitas). Temuan menunjukkan bahwa meskipun kelelahan kerja memiliki dampak yang baik dan substansial terhadap kesejahteraan karyawan, keseimbangan kehidupan kerja juga memiliki dampak yang positif dan signifikan.

Kata Kunci : *Work Life Balance, Burnout, Employee Wellbeing.*

Abstract

The purpose of this study is to ascertain how burnout and work-life balance affect Arant Wifi staff well-being. A saturated sample and a quantitative research methodology are employed. Seventy-four respondents, all Arant Wifi employees, made up the sample. SPSS software was utilized in the data analysis method. Through multiple linear regression, validity tests, reliability tests, hypothesis testing (t-test, coefficient of determination), and traditional assumption tests (normality, multicorrelation, and heteroscedasticity tests). The findings indicate that while burnout has a good and substantial impact on employee well-being, work-life balance has a positive and significant impact as well.

Keywords: *Work Life Balance, Burnout, Employee Wellbeing.*

A. INTRODUCTION

A company's human resources are a valuable asset that helps a business achieve its goals. (Gustiana *et al.*, 2022). Work life balance represents individual success in allocating time, energy and work life balance resources. When a person can separate well between work life balance, for example by taking time to do hobbies or gather with family, then his body and mind can rest. This helps keep emotions stable and makes people feel better overall (Hariri *et al.*, 2024). Organizations that do not invest in employee wellbeing risk experiencing high employee turnover.

Burnout is another element that may have an impact on workers' well-being. Burnout often occurs when someone endures ongoing stress while performing duties or obligations at work. Organizational stressors include heavy workloads, insufficient resources, and steadily rising pressure are characteristics of burnout (Al Shbail *et al.*, 2018). The object of this research is Aranet Wifi. The phenomenon that occurs at Aranet Wifi shows indications of work-life balance and increased burnout, such as physical and emotional exhaustion, prolonged stress, and decreased work motivation. Employees often have to work outside of operating hours, face customer complaints without pause, and lack adequate rest time. If these conditions persist, employee wellbeing can decline significantly, resulting in low productivity, increased absenteeism, and even potential turnover.

Employee Wellbeing

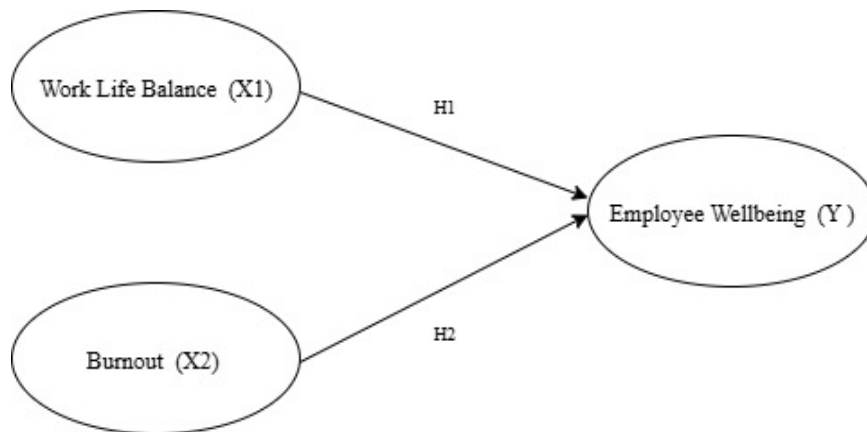
Employee wellbeing is a condition in which employees feel happy, healthy, and physically and psychologically prosperous at work. The indicators according to Chen *et al.*, (2020) are psychological well-being, emotional well-being, social well-being, career well-being.

Work Life Balance

The capacity of people to strike an ideal balance between the demands of their personal and professional lives is known as work-life balance. indicators that are used in accordance with. Effectiveness balance, emotional balance, and engagement balance are the markers, according to Wong et al. (2021).

Burnout

Burnout is a condition of emotional exhaustion, depersonalization, and decreased personal achievement experienced by individuals in their work. The indicators according to Dihaq *et al.*, (2022) are emotional exhaustion, depersonalization, decreased self-achievement.



Picture 1. Conceptual Framework

Source: Jayasekara (2024) and (2025) (Putri *et al.*, 2025)

H1 : Work life balance on employe wellbeing

H2 : Burnout on employe wellbeing

B. METHODS

This study employs a quantitative methodology. With a sample size of 74, the population consists of all Aranet Wifi permanent workers. 1-4 Likert scale, which has undergone reliability and validity testing. Software called SPSS version 26 was used to analyze the data. Tests for validity and reliability, multiple linear regression analysis, coefficient determination, and the traditional assumption tests (normality, multicollinearity, and heteroscedasticity).

C. RESULTS AND DISCUSSIONS

Validity Test

(1) The 15 questions on the work-life balance variable (X1) indicate that all data obtained is valid. (2) The 15 questions on the burnout variable (X2) showed that all the data obtained were valid. (3) The 15 questions on the employee wellbeing (Y) variable indicate that all data obtained are valid. All variables are considered valid because the significance value is <0.05 and the calculated r value is >0.228 .

Reliability Test

Tabel 1. Reliability Test

No	Variable	Total Item	Cronbach's Alpha	Description
1	X1 – <i>Work Life Balance</i>	15	0,901	Reliabel
2	X2 – <i>Burnout</i>	25	0,934	Reliabel
3	Y – <i>Employee Wellbeing</i>	20	0,923	Reliabel

Source: Data primer processed (2025)

Every variable in this study has a Cronbach's Alpha value higher than 0.70, according to the reliability test results displayed. Therefore, it can be said that every statement item from the variables of employee wellbeing (Y), burnout (X2), and work-life balance (X1) is accurate and appropriate for use as a measuring tool.

Classical Assumption Test

Normality Test

Tabel 2. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N	74	
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.73130365
Most Extreme Differences	Absolute	.063
	Positive	.046
	Negative	-.063
Test Statistic		.063
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Source : Data primer processed (2025)

According to the findings of the Kolmogorov-Smirnov test, the 2-tailed Asymp. Sig. is 0.200, which is higher than 0.05. As a result, the regression model satisfies the assumption of normality and the data is normally distributed.

Multicollinearity Test

Tabel 3. Multicollinearity Test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.903	1.943		.980	.331		
	Work Life Balance (X1)	.632	.101	.487	6.254	.000	.185	5.419

	Burnout (X2)	.408	.064	.497	6.387	.000	.185	5.419
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a. Dependent Variable: Employee Wellbeing (Y)

Source: Data primer processed (2025)

There is no multicollinearity in the work-life balance variable (X1), according to the multicollinearity test findings, which showed that the variable had a VIF value of $5.419 < 10$ or tolerance of $0.185 > 0.10$. There is no multicollinearity in the burnout variable (X2) as the VIF value is $5.419 < 10$ or tolerance of $0.185 > 0.10$

Heteroscedasticity Test

Heteroscedasticity is not an issue because the Work Life Balance (X1) variable has a significant value of $0.058 > 0.05$. Heteroscedasticity is not an issue because the Burnout variable's (X2) significance value is $0.091 > 0.05$.

Tabel 4. Heteroscedasticity Test

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.304	1.095		3.018	.004
	Work Life Balance (X1)	-.110	.057	-.519	-1.929	.058
	Burnout (X2)	.062	.036	.461	1.713	.091

a. Dependent Variable: ABS_RES

Source: Data primer processed (2025)

The Work Life Balance (X1) variable has a significant value of $0.058 > 0.05$, indicating that heteroscedasticity is not an issue. Since the Burnout variable's (X2) significance value is $0.091 > 0.05$, there is no issue with heteroscedasticity

Multiple Linear Regression Analysis

Tabel 5. Multiple Linear Regression Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.903	1.943		.980	.331
	Work Life Balance (X1)	.632	.101	.487	6.254	.000
	Burnout (X2)	.408	.064	.497	6.387	.000

a. Dependent Variable: Employee Wellbeing (Y)

Source: Data primer processed (2025)

Employee health is positively and significantly impacted by work-life balance ($p < 0.05$). and employee health is positively and significantly impacted by burnout ($p < 0.05$).

T test

Tabel 6 T test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.903	1.943		.980	.331
	Work Life Balance (X1)	.632	.101	.487	6.254	.000
	Burnout (X2)	.408	.064	.497	6.387	.000

a. Dependent Variable: Employee Wellbeing (Y)

Source: Data primer processed (2025)

Work-life balance (X1) has a significant value of 0.000 < 0.05 and is 6.254, higher than the t table of 1.667. Thus, it can be said that employee welfare is significantly impacted by work-life

balance (Y). With a significant value of $0.000 < 0.05$, burnout (X2) is 6.387, higher than the t table of 1.667. Thus, it may be said that employee welfare is significantly impacted by burnout (Y).

Coefficient of Determination

Tabel 7. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.960 ^a	.921	.918	3.78349

a. Predictors: (Constant), Burnout (X2), Work Life Balance (X1)

Source: Data primer processed (2025)

The two independent variables, work-life balance (X1) and burnout (X2), are known to account for 92.1% of the variation in employee wellbeing (Y), according to the R Square value of 0.921. Other factors not included in this regression model account for the remaining 7.9%.

D. CONCLUSIONS

(1) Work life balance has a positive and significant effect on employee wellbeing in employees of Aranet Wifi. (2) Burnout has a positive and significant effect on employee wellbeing in employees of Aranet Wifi.

E. SUGGESTIONS

Companies are encouraged to adopt work-life balance-promoting practices, such as flexible work schedules and equitable task distribution, in light of the study's findings, and provision of adequate rest time. In addition, management needs to manage burnout through stress management training, psychological support, and effective two-way communication. Further research can

explore other factors, such as organizational support or employee resilience, to understand the dynamics of well-being more deeply.

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