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The Effect of Work-Life Balance on Work Motivation of Members of the South Sulawesi Provincial DPRD

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ABSTRACT
This study aims to examine the effect of work-life balance on the work motivation of members of the South Sulawesi Provincial DPRD. The research employs a quantitative method to analyze data and seeks to explain the reciprocal influence between the variables under investigation.
The results indicate that work-life balance (X) has a positive and significant effect on work motivation (Y) among DPRD members in South Sulawesi. The research instruments used were declared valid and reliable, making them trustworthy for measuring both work-life balance and work motivation. The simple regression analysis shows that the higher the level of work-life balance, the higher the work motivation of DPRD members. This implies that when members are able to maintain a balance between their work responsibilities and personal life, they tend to feel more enthusiastic, focused, and responsible in carrying out their legislative duties. Conversely, disruptions in the balance between work and personal life tend to decrease work motivation.
It is recommended that factors supporting the work-life balance of DPRD members be considered, such as implementing a more structured session schedule, providing sufficient rest periods, and supporting both physical and mental health. By maintaining this balance between personal and professional life, work motivation among DPRD members can be enhanced.

Keywords: Work-Life Balance, Work Motivation, DPRD Members.

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INTRODUCTION

Human resources are one of the most important components in supporting the success of a company. In today's era of globalization, where business development is accelerating, a company is required to have strong credibility to compete with other companies. It is not easy to build strong credibility within a company, as there are many requirements that a company must meet to be considered credible. One important point that must be present is the effective and efficient management of the company's human resources, according to Nia Tantriana (2023).

Human resources are extremely important for a company or organization; indirectly, human resources can be said to be its most valuable asset. Because thru human resources, a company will be able to grow, and conversely, the downfall of a company can be determined by human resources. Therefore, the concept of employe management is important in a company. Therefore, companies and employes must be able to work together to create order in carrying out every task that can increase work results and employe satisfaction.

For recognition, a sense of security, and affection are also additional motivation to support employes in becoming more motivated and productive. However, problems related to motivation were found, where at certain times employes feeling their low motivation to work. This does not stem from within the office but from outside the office, specifically from the personal lives of each employe. This affects the work-life balance of employes in both their personal and professional lives. And of course, the biggest impact of role conflict between work and personal life is at work.

Because daily work is team-based or collaborative, if one employe has a problem, it will certainly affect the performance of their colleagues.

Motivating employes in an agency can be considered simple because, fundamentally, humans are very easy to motivate by giving them what they desire. However, it can also become a complex issue if ignored by superiors or leaders.

This is based on a lack of appreciation for those who arrive and leave on time. As if being late or leaving early isn't wrong because it doesn't have any impact. And also, arriving on time or leaving at the end of the workday is not something special or an obligation that will be rewarded with an achievement. Because generally, every employe who works well according to the rules is required to be appreciated with recognition, and it can even be considered an achievement. Because performance can be seen from the quantity of work, quality of work, reliability, initiative, diligence, attitude, and attendance. Attendance is the presence of employes in the workplace to work according to the predetermined working hours.

Work motivation issues can become difficult when determining rewards, as what is considered important for the organization, and something they want to give to the employe they are trying to motivate, may not necessarily be important or good for that person. Moreover, if rewards are never given, and this is compounded by factors outside of work that affect work motivation. One factor consistently found and strongly related to work motivation is work-life balance.

Work-life balance is the equilibrium between an individual's life in fulfilling their roles as a human being with dual roles: roles in work life and personal life or other activities. In essence, it can be said that employes have work-life balance when they have achieved equilibrium in their roles both in the workplace and in their personal lives, and there is psychological involvement between the two (Endeka et al., 2020). When employes experience a balance between work and personal life, it can be said that work-life balance has been achieved. However, when work-life balance is not achieved by employes, it can lead to employes being unable to manage their time well, not focusing on their work, resulting in decreased performance, and potentially disrupting employes' personal lives (Kurniawan, 2014). Work-life balance is what a person does to divide their time between work and other activities outside of work, which includes the individual.

behavior where this can be a source of personal conflict and a source of energy for oneself. If individuals can fulfilll both responsibilities as workers and as family members, they will experience job satisfaction because they can work well in the office and not be burdened by family problems or status. Fisher (2003:4).

That is why the combination of family and organizational support will certainly be better at reducing the existing conflicts of responsibility. Both personal and organizational support significantly impact workers in resolving conflicts of interest between work and family, with a very significant difference between workers who have family support and those who do not.

Similarly, regarding the members of the South Sulawesi Provincial DPRD, based on the researcher's observations, the phenomenon occurring at the South Sulawesi Provincial DPRD office is a lack of work motivation among the members of the council. This was found to be evident in many council members who appeared bored with their work, making them less enthusiastic, resulting in late arrivals at the office and leaving before the official closing time. This suggests that the members of the South Sulawesi Provincial DPRD have a low sense of responsibility toward their work, are not diligent in their work, and are not happy with their jobs, all due to their lack of motivation. However, on the other hand, one of the reasons for the lack of motivation among council members during normal working hours is the disruption of work-life balance.

(Time Balance) that they have. Because the demands of the job on council members reduce their time with family/socializing. The lack of recognition, whether in the form of praise, appreciation, or compensation, which is not always present during activities outside of normal working hours for those involved, further decreases motivation. Many members of the council believe they shouldn't be in the office during normal working hours because they will be involved in work outside the office, such as going directly to their electoral districts to absorb the aspirations of the community, which is part of their function as a legislative body. Although it hasn't reached a concerning or disappointing level yet, the low work motivation of the Bintan Regency

Transportation Department employes needs to be examined and followed up on. To prevent this from being overlooked, which could lead to bad habits for the employe, allowing it to persist and resulting in low competitiveness among employes in their work and a lack of desire to improve and excel.

This research is located at the South Sulawesi Provincial DPRD Office. In an office setting, the work motivation of board members can stem from various factors, both intrinsic (from within) and extrinsic (from outside). As shown in the initial data table presented by the author, some factors that support the work motivation of DPRD members include salary/allowances, work environment, and their involvement in decision-making. This then had implications for increased work motivation among DPRD members, job stability, and a sense of pride in their role as people's representatives, as well as dedication to public service/absorbing aspirations.

In addition to the above observation results, it shows that the phenomenon observed at the research site, namely the South Sulawesi Provincial DPRD Office, is due to the high volume of work demands. Therefore, DPRD members feel that their lives are solely dedicated to work, leaving them with little or no time for personal matters.

In the modern working world, Work Life Balance, or the balance between work and personal life, is becoming an increasingly important issue, not only in the private sector but also in the government sector. Members of the Regional People's Representative Council (DPRD), as public officials, have a high workload, including legislative, oversight, and budgetary functions. This often requires them to work outside of normal working hours, attend various meetings, go on work trips, and engage in other time-consuming and energy-draining political activities.

Members of the South Sulawesi Provincial DPRD face intense professional demands, including local political dynamics, pressure from constituents, and the need to continuously attend various government and social activities. This high workload can impact their personal lives, such as reduced time with family, stress, fatigue, and a decrease in overall life satisfaction.

This resulted in a lack of a sense of ownership and less motivation to maximize performance from the DPRD members within the Legislative Institution. As happened with members of the South Sulawesi Provincial DPRD, who allegedly experienced an imbalance between work time and time for family or for themselves.

This phenomenon raises an important question: how does the balance between work life and personal life affect the work motivation of DPRD members? Work motivation is an important factor in the performance of legislative organizations, as motivated DPRD members tend to be more productive, have high commitment, and are able to perform their duties optimally.

However, to date, there hasn't been much research specifically highlighting the relationship between Work Life Balance and work motivation among legislative members, particularly at the provincial level, such as the South Sulawesi DPRD. In fact, a deeper understanding of this is crucial in designing internal policies or managerial approaches that support the well-being and productivity of board members.

Thus, a good work-life balance can create pride in members of the South Sulawesi Provincial DPRD and ultimately influence their motivation to work. The DPRD Secretariat needs to consider the work-life balance of their members to increase organizational pride and work motivation within the DPRD, particularly in South Sulawesi Province.

METHOD

In this study, the researcher used a quantitative method to analyze the data. The aim of this study was to explain the reciprocal influence between the variables being investigated. By using a quantitative method, numerical data will be analyzed to identify patterns of relationships and the strength of influence between variables, which will be measured using statistics as a tool for calculation testing. Quantitative research is defined as the systematic investigation of phenomena by collecting measurable data using statistical, mathematical, or computational techniques. Priadana, M. S., & Sunarsi, D. (2021:1).

The population in this study consists of all members of the South Sulawesi Provincial DPRD who were actively serving during the research period. According to the latest data, the

number of members of the South Sulawesi Provincial DPRD is 85. Because the population size is relatively small and still within reasonable limits for studying the entire group, this study will use a saturated sampling technique (census), meaning that all members of the population will be included as research samples. Therefore, the sample in this study consists of all 85 members of the South Sulawesi Provincial DPRD. The purpose of using this technique is to obtain more representative and accurate data regarding the influence of Work Life Balance on work motivation.

FINDING AND DISCUSSION

The results of this study indicate that Work Life Balance (X) has a positive and significant influence on the Work Motivation (Y) of South Sulawesi Provincial DPRD members. The research instruments used were declared valid and reliable, so they can be trusted to measure work-life balance factors and work motivation. From the results of the simple regression analysis, it was found that the higher the Work Life Balance, the higher the Work Motivation of DPRD members.

This means that when DPRD members are able to maintain a balance between their work responsibilities and personal lives, they will feel more enthusiastic, focused, and responsible in carrying out their parliamentary functions. Conversely, when the balance between work and personal life is disrupted, work motivation tends to decrease. Thus, Work Life Balance becomes one of the important factors determining the level of work motivation among DPRD members.

This finding aligns with motivation theories that emphasize the importance of personal well-being in supporting work morale. Robbins and Judge (2017) state that individuals who can balance work and personal life will have lower stress levels, higher job satisfaction, and stronger work motivation. In the context of this research, DPRD members who feel happiness in their personal lives, such as having quality time with their families, are proven to be more enthusiastic in carrying out their duties as council members.

Additionally, the findings of this study are consistent with the findings of Baluyos et al. (2019), who emphasized that work well-being and individual satisfaction play an important role in increasing organizational commitment and engagement. In other words, DPRD members who can maintain a work-life balance will be more motivated to contribute optimally to the legislative body and the community they represent.

Practically, this result implies that increased work motivation among DPRD members can be achieved by ensuring their work-life balance is maintained. For example, thru more flexible scheduling of sessions, providing sufficient rest time, and supporting the physical and mental health of DPRD members. With a good work-life balance, DPRD members are expected to carry out their duties with enthusiasm, commitment, and responsibility toward their constituents.

This finding is also consistent with the Work-Life Balance theory proposed by Clark (2000) thru the Work/Family Border Theory. According to Clark, work-life balance can be achieved when individuals are able to manage the boundaries between these two worlds flexibly and harmoniously. DPRD members who can manage the boundary between their role as people's representatives and their role in their families or personal lives will find it easier to feel satisfied in both. This satisfaction ultimately impacts increased motivation at work, as they don't feel any aspect of their lives is being excessively sacrificed.

Additionally, the results of this study are also consistent with the concept of Work Life Balance as explained by Greenhaus, Collins, & Shaw (2003). They stated that Work-Life Balance is the extent to which a person feels satisfied and functions well in both their work and non-work life. This balance is viewed from three main dimensions: time balance, involvement balance, and satisfaction balance. In the context of members of the South Sulawesi Provincial DPRD, when they have enough time for their families, are able to engage in their personal lives without neglecting their council responsibilities, and feel satisfied with both, their work motivation increases significantly.

Empirically, the results of this study reinforce the questionnaire data, which shows that the statement "When I feel happy in my personal life, I feel more enthusiastic about performing my work duties" received the highest score. This confirms that personal happiness is an important factor capable of boosting work motivation. However, the study also noted that stress management

remains a challenge for some DPRD members, as evidenced by the lowest score on the statement "I do not feel stressed between work demands and personal life." This means that although overall balance is achieved, there are still some DPRD members who need more support in managing work-related stress.

In the context of the DPRD, this finding has significant meaning. DPRD members with a good work-life balance will be more enthusiastic in carrying out their legislative, oversight, and representative functions. Conversely, imbalance can decrease work motivation, reduce performance, and even potentially lead to role conflict.

CONCLUSIONS

Work-life balance has a positive and significant influence on the work motivation of members of the South Sulawesi Provincial DPRD. The results of the simple regression analysis show that the better the balance between personal and work life, the higher the work motivation of DPRD members. The coefficient of determination (R^2) of 0.605 indicates that Work Life Balance is able to explain 60.5% of the variation in Work Motivation, while the remaining variation is influenced by other factors outside the scope of this study.

The research instrument was proven to be valid and reliable, and the regression model met the classical assumptions. All statement items for the Work Life Balance (X) and Work Motivation (Y) variables were declared valid and reliable, while the results of the classical assumption test showed no violations of the normality, multicollinearity, or heteroskedasticity assumptions. This proves that the data obtained is suitable for use in research and supports the conclusion that Work Life Balance is an important factor in increasing the Work Motivation of DPRD members.

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