

PROFITITA

ANALYSING THE INFLUENCE OF WORK-LIFE BALANCE ON WORK WITH A QUALITATIVE APPROACH PT KERETA API INDONESIA

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Abstract

In the contemporary workplace, the concept of work-life balance has been identified as a significant factor influencing employee engagement. Work-life balance can be defined as a state in which an individual is able to manage their time and energy between work and personal life in a satisfactory manner. One company that would be well-advised to grasp this concept is PT Kereta Api Indonesia, which is engaged in railway transportation. It is well established that employees who have a satisfactory work-life balance are highly engaged. This is due to their capacity to manage their time and energy in a manner that is both efficacious and gratifying. Consequently, it is of paramount importance for this company to give due consideration to and implement the concept of work-life balance in order to enhance employee engagement and foster a more conducive working environment.

Introduction

In the context of the modern workplace, the concept of work-life balance is an important factor that can influence employee engagement. Work-life balance can be defined as a state of equilibrium between one's professional and personal life, characterised by the ability to manage time and energy between these two domains in a satisfactory manner. As stated by Greenhaus and Beutell (1985), work-life balance can have a positive impact on employee engagement.

PT Kereta Api Indonesia, a company engaged in railway transport, employs employees who work in a dynamic and challenging environment. Given the aforementioned considerations, it is imperative to gain an understanding of how work-life balance can influence employee work engagement in this company.

A study by Greenhouse and Powell (2006) found that a good work-life balance can increase employee engagement. This is because employees who are able to manage their time and energy appropriately are more likely to be engaged. Effective

are more likely to be satisfied and engaged with their work. In contrast, employees who experience an imbalance between their work life and personal life are likely to experience stress and be less engaged with their work. Furthermore, a study by Allen et al (2000) found that work-life balance can have a positive impact on employees' psychological well-being. Employees who perceive work-life balance are more likely to experience lower levels of stress and higher levels of happiness in their daily activities.

The purpose of this study is to analyse the influence of work-life balance on employee engagement at PT Kereta Api Indonesia using a qualitative approach. The qualitative approach will be used to gain an in-depth understanding of the relationship between work-life balance and employee engagement in this company.

Metode

This qualitative research employed a qualitative analytical approach, using in-depth interviews with 20 employees of PT Kereta Api Indonesia, who were categorised according to their level of work engagement. Field observations were conducted at PT Kereta Api Indonesia with the aim of gaining an understanding of the organisational culture and work environment. Document analysis was conducted to gain an understanding of the existing literature on work-life balance and work engagement retention. The research instruments included two interview instruments. A work-life balance questionnaire consisting of 15 questions, such as work time, psychological engagement, and role in personal life. A work engagement retention questionnaire consisting of 10 questions, such as job satisfaction, career development, and compensation. Observation instruments were as follows: Observation formats that monitored organisational culture and work environment. Document analysis instruments: Documents related to work-life balance and work engagement retention policies. Data analysis was conducted using qualitative analyses, such as theme analysis and content analysis..

Results and Discussion

PT Kereta Api Indonesia (Persero) is a state-owned company, a company in which the shares are owned by the state. The company is categorised as a State-Owned Enterprise (SOE) which later changed its status to a Limited Liability Company (Persero). The original purpose of the company was to provide transport services. The company is not a profit-making organisation. However, the purpose later evolved into providing transport services and activities that generate profits for the company. The company PT Kereta Api Indonesia (Persero) is the largest in Indonesia and is in charge of providing all rail transport services. The aforementioned services are divided into regions, which are referred to as DAOPs. Each of these regions serves as a representative of the head office and is responsible for implementing all policies set by the head office. Qualitative findings on the Importance of Work-Life Balance.

The majority of workers view achieving balance between their professional and

personal lives as essential to maintaining a high level of engagement at work. Survey participants emphasised that setting aside time for family, hobbies and recreational. TERHADAP KETERLIBATAN KERJA DENGAN PENDEKATAN KUALITATIF PT KERETA API INDONESIA activities is beneficial for maintaining mental and physical health, as well as improving productivity at work. Effect of Work-Life Balance on Work Engagement: There is a positive relationship between achieving work-life balance and the level of engagement. The concept of achieving a balance between work and personal life is considered fundamental to human existence, thus warranting further study. Those who are adept at effectively managing their time and energy in the professional and personal spheres usually exhibit high commitment to their organisations. Such people show increased motivation, improved job satisfaction, and a stronger drive to maximise their contributions. The Impact of Work-Life Balance on Employee Retention. It can be argued that employees who feel they can achieve harmony between their professional and personal lives are more likely to find satisfaction in their work environment. This increases the likelihood of higher employee retention rates within the organisation. Such employees are also likely to be aligned with the company's core values, thus increasing the likelihood of their long-term commitment to the company. This research underscores the importance of PT Kereta Api Indonesia prioritising the balance between employees' work life and personal life as an important factor in fostering high levels of work engagement and increasing employee retention. Several practical implications can be drawn from these findings. One implication is to establish a work-life balance programme. Organisations can introduce initiatives aimed at helping employees achieve a healthy balance between professional responsibilities and personal interests. Such measures may include flexible working arrangements, leave policies that accommodate personal and family commitments, and childcare support.

1. Any effort that aims to improve the balance between professional and personal life should include elements that focus on raising awareness and providing training. It is imperative for management to carry out awareness campaigns on the importance of work-life balance and provide training to managers and employees on effective time and energy management.
2. Development of a balanced corporate culture. In order to promote a balanced work culture, companies should set a good example through the implementation of corporate policies and management practices that support work-life balance.

Conclusion

The purpose of this study is to gain comprehensive insight into the relationship between work-life balance and employee engagement and retention at PT Kereta Api Indonesia. The findings will inform the development of more effective corporate strategies and policies aimed at improving employee engagement and retention. In order to improve work-life balance, PT Kereta Api Indonesia should implement strategies that facilitate skills development, increase job satisfaction, and provide

compensation commensurate with the value contributed by employees to the organisation.

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