

# **The Effect Of Work Life Balance And Team Work On Employee Motivation And Employee Satisfaction (Case Study of PT. Winn Gas)**

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## **THE EFFECT OF WORK LIFE BALANCE AND TEAM WORK ON EMPLOYEE MOTIVATION AND EMPLOYEE SATISFACTION (Case Study of PT. Winn Gas)**

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### **ABSTRACT**

This study aims to determine the effect of work life balance and teamwork on work motivation and job satisfaction of employees of PT. Winn Gas.

The research method used is a survey method, using a questionnaire as a data collection tool. The population in this study were employees of PT. Winn Gas, amounting to 100 people. The sample used is the entire population without having to draw samples or census techniques. This research was tested using the SEM-PLS Structural Equation Modeling method using SmartPLS 3.0 software

The results of this study state: (1). The effect of work life balance on work motivation is 22%. (2). The effect of teamwork on motivation is 54%. (3). The effect of work life balance on job satisfaction is 6%. (4). The effect of teamwork on job satisfaction is 45%. (5). The effect of work motivation on job satisfaction is 35%.

**Keywords: Work life balance, Teamwork, Work Motivation, Job Satisfaction.**

### **I. PRELIMINARY**

In facing today's business world, where competition is getting tougher, companies must have a strategy in order to survive and compete in the business world. The times that are increasingly developing and advanced require organizations to be able to carry out organizational goals effectively. Therefore, the role of human resources is needed in the process of the continuity of the organizational process itself. Human resources are an asset for the company, if the company has good human resources, it will help mobilize other resources that can make the company progress and develop so that it can survive amid fierce business competition.

Job satisfaction is very influential for the continuity of company activities. Job satisfaction can increase if employees have a high sense of responsibility and can manifest behavior that is directed at the goal in order to achieve the final goal, namely the achievement of common goals of the company. Job satisfaction for employees can lead to a pleasant feeling at work so that it can affect the performance of the employee.

Job satisfaction is a pleasant feeling that employees feel about their work. Job satisfaction is an important thing for companies to pay attention to. According to Robbins in Munandar (2012), if employees feel dissatisfied with their work, employees can leave their jobs, often complain, disobey, steal organizational property, avoid some of their job responsibilities.

Rincy & Panchanatham (2010) also have the same opinion, that work - life balance is a situation where the conflict experienced by individuals is low and their role in work and family can run well.

according to Manzoor et al. (2011) teamwork is a collection of individuals who depend on each other's tasks and are jointly responsible for the results obtained.

Work motivation is one of the success factors in achieving company goals. Why is it called that because, whether or not a company goal is achieved, employees have good work motivation.

PT.Winn Gas is a trusted company in the production of kitchen utensils and gas equipment manufacturing. Established in 1990 in Jakarta, Winn Gas started its production line and is involved in a government program to convert the use of kerosene to LPG gas cylinders. All of our gas products and kitchen utensils have been tested, approved and verified by the Indonesian National Standard Certificate (SNI) and have received ISO 9001: 2008.

Based on the description above, this research raises the topic of the effect of work life balance and teamwork on work motivation and job satisfaction of employees of PT. Winn Gas. With the main problem specifications as follows:

1. How much influence does work life balance have on work motivation?
2. How much influence does teamwork have on work motivation?
3. How much influence does work life balance have on job satisfaction?
4. How much influence does teamwork have on job satisfaction?
5. How much influence does work motivation have on job satisfaction?

## **II. THEORETICAL BASIS**

### **1. Work life balance**

Lazar, et al (2010) stated that from the start it is important to understand that work-life balance does not mean allocating the same amount of time in other jobs and roles. However, in a broader sense, work-life balance is defined as the level of satisfaction with his various involvement in various roles.

As stated by Hill, et al (2014) that work-life balance is generally associated with a balance point or efforts to maintain the various roles played in life in order to remain in harmony. Rincy & Panchanatham (2010) also have the same opinion, that work - life balance is a situation where the conflict experienced by individuals is low and their role in work and family can run well.

Some of the above definitions, it can be concluded that work-life balance is a balanced state because of the low level of conflict between personal life and work demands so that the roles that are carried out can run in harmony.

### **2. Team work**

Teamwork Colquitt et al (2013: 382) say that a team process is a term that reflects the types of communication, activities, and interactions that occur in a team that contribute to their ends and goals.

James Campbell Quick and Debra L. Nelson (2011: 290) also define, Teamwork is an important feature of programs such as total quality management. He added that successful collaboration rests on three foundations: working together, team diversity and empowerment skills. .

According to Schermerhon (2011: 389). Cooperation is the process of people actively working together to achieve common goals.

From several concepts about teamwork, as described above, it can be synthesized that teamwork is a collaborative process to achieve goals that encourage the use of skills and facilitate the proficiency of teamwork in completing tasks with indicators: cooperation, complementarity, transition process, process action, giving each other encouragement, interaction, mutual trust, and responsibility.

### 3. Work motivation

According to Luthans (2011: 422) explains that: "Motivation is a psychological process through which unsatisfied wants or needs lead to drives that are aimed at goals or incentives." Motivation is a psychological process where a sense of dissatisfaction with existing needs or desires results in trying to achieve a desired goal.

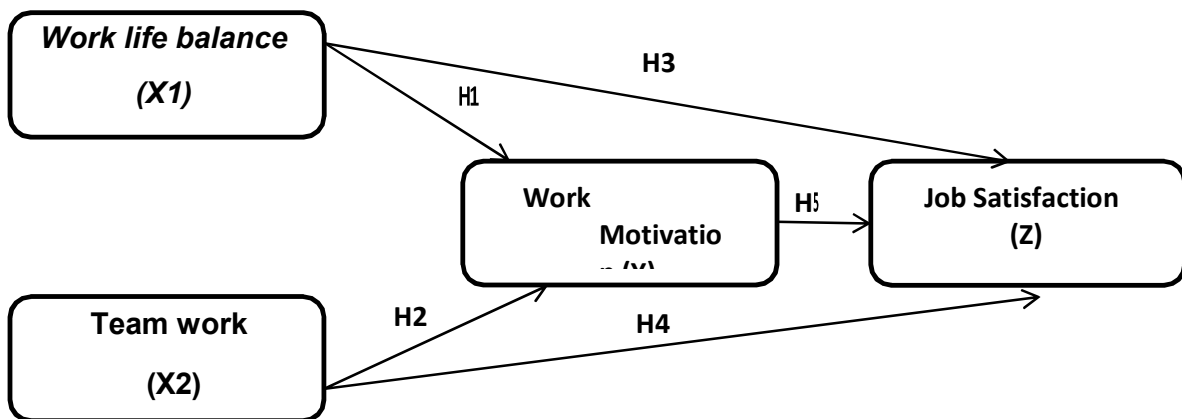
According to Sunyoto (2013: 1) explains the definition of work motivation as follows: "Work motivation is a condition that encourages individual desire to carry out certain activities to achieve their desires."

According to Samsudin (2010: 281) argues that motivation is the process of influencing or encouraging from outside a person or work group so that they want to carry out something that has been determined. Meanwhile, according to Liang Gie in Samsudin stated that motivation is the work done by managers in providing inspiration, enthusiasm and encouragement to others, in this case employees, to take certain actions.

### 4. Job satisfaction

In Robbins (2015: 170), it is stated that job satisfaction is a general attitude towards one's job as the difference between the amount of reward received by workers and the number of rewards that are believed to be received.

Priansa (2014: 291) job satisfaction is an employee's feelings about his job, whether happy / like or not happy / dislike as a result of employee interaction with their work environment or as a perception of mental attitudes, as well as a result of employee assessments of their work.



#### conceptual framework

The following is a research concept model which can be seen in Figure 1:

### Figure 1 Research Conceptual Framework

### III. RESEARCH METHODS

In this study using quantitative methods with survey methods. The type of data used in this study is primary data in the form of a questionnaire. The population in this study were all employees of PT. Winn Gas, amounting to 100 people. In this study, using a saturated sample, that is, when all members of the population are sampled as many as 100 people.

#### Data analysis

In this study the processing and presentation of data in the form of diagrams and using path analysis (*Path Analysis*) with Structural Equation Modeling (SEM-PLS) using SmartPLS 3.0.

### IV. RESEARCH RESULTS AND DISCUSSION

#### 1. Outer Model Results

##### a. Validity test

The research instrument is said to be valid if it has a loading factor of validity above 0.5 and if the loading factor value is less than 0.5 it can be said to be invalid. This test uses the help of the SmartPLS 3.0 program. Following are the results of data processing for the Worklife Balance instrument statement, teamwork, work motivation and job satisfaction.

##### b. Reliability Test

The next stage after the validity test, namely, a valid statement then tested the reliability. Reliability testing can be seen based on the Cronbach's alpha value must be more than 0.6 and the composite reliability value must be more than 0.7. Reliability test results can be seen in the following table:

**Table 1**  
**Results of the Composite Reliability Instrument Reliability Test**

Variable	Composite Reliability	Rule of Thumb	Conclusion
Work life balance	0.883	0.7	Reliable
Team work	0.911	0.7	Reliable
Work motivation	0.936	0.7	Reliable
Job satisfaction	0.933	0.7	Reliable

Source: Data processed, 2020

**Table 2**  
**Cronbach's alpha instrument reliability test results**

<b>Variable</b>	<b>Cronbach's Alpha</b>	<b>Rule of Thumb</b>	<b>Conclusion</b>
Work life balance	0.857	0.6	Reliable
Team work	0.893	0.6	Reliable
Work motivation	0.927	0.6	Reliable
Job satisfaction	0.924	0.6	Reliable

Source: Data processed, 2020

Based on the table above, it can be concluded that the variables of work life balance, teamwork, work motivation, and job satisfaction are declared reliable because they have a composite reliability value above 0.7 and a Cronbach's alpha value above 0.6.

### **C. Evaluation of Goodness of Fit**

After processing the data with a fit model, we can see the results in the following table:

**Table 3**  
**Fit Model**

	<b>Saturated Model</b>	<b>Estimated Model</b>
<b>NFI</b>	0.413	0.413

Source: Data processed, 2020

From the table above, it can be seen that the NFI (Normed Fit Index) value in this model is 0.413, so it can be said that this research is quite suitable between the model and the data. The model has a high compatibility if the value approaches 1 (Wijanto and Hari, 2009).

## **2. Inner Model**

In the structural model or inner model, the researcher uses the Path Coefficient and R Square.

### **a. Path Coefficient**

Path coefficient measurement aims to see the significance and strength of this relationship and also to test the hypothesis. The results of the Path Coefficient measurement can be seen through the PLS chart shown in Figure 2:

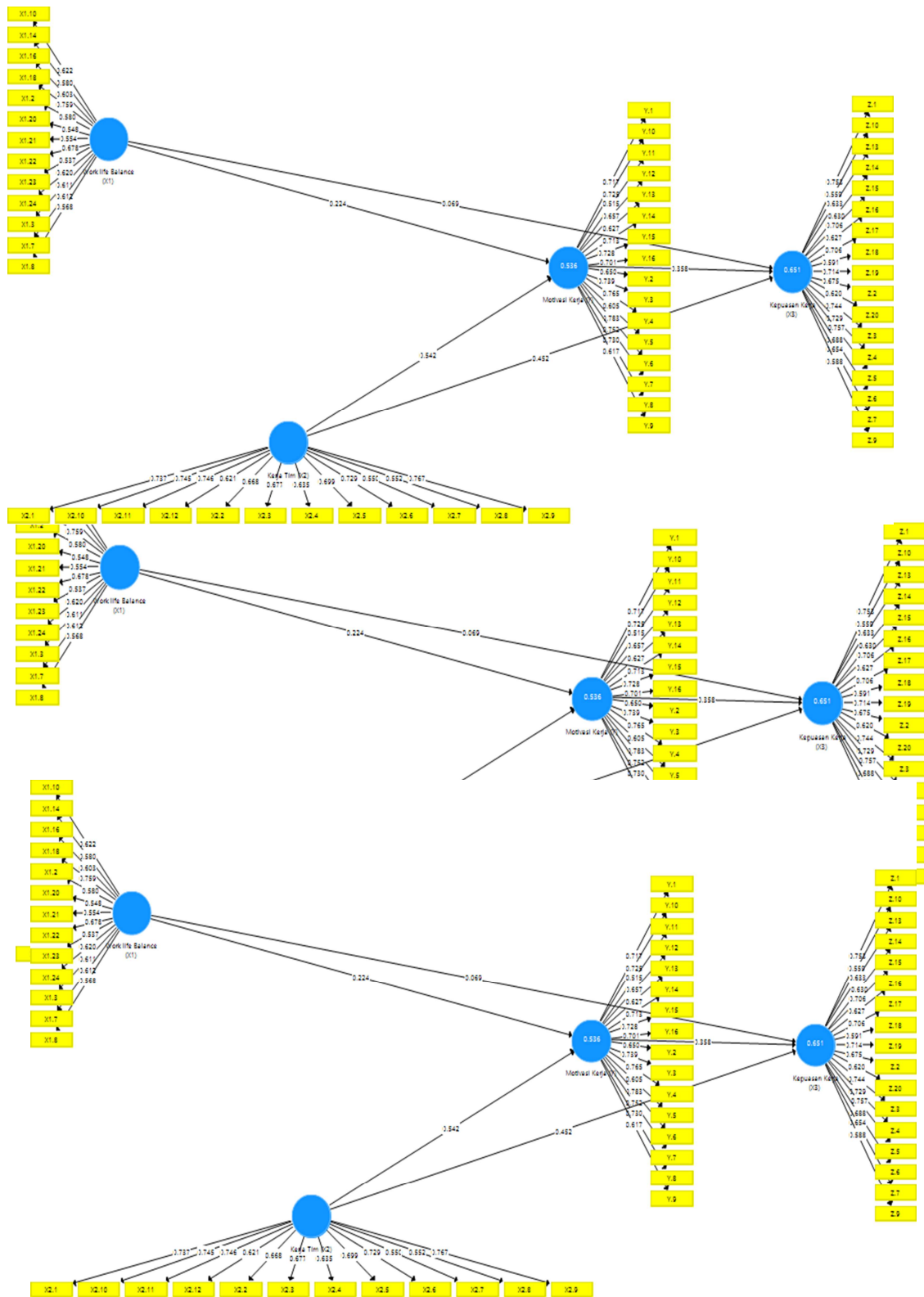


Figure 3 R Square

## V. CONCLUSIONS AND SUGGESTIONS

### 5.1 Conclusion

Based on the results of the research and data analysis that has been carried out, some conclusions that can be drawn from this study are as follows:

1. *Work life balance* has an influence on the work motivation of employees of PT. Winn Gas of 0.224 or 22% means that the higher the value of work life balance, the higher the value of employee work motivation.
2. Teamwork has a greater influence on the work motivation of PT. Winn Gas compared to Work life balance is 0.542 or 54%. This means that the higher the value of team work effectiveness, the higher the employee's work motivation.
3. *Work life balance* has an influence on the job satisfaction of employees of PT. Gas Winn is 0.069 or 7%. That is, the higher the Work life Balance value, the higher the employee's job satisfaction.
4. Teamwork has a greater influence on employee job satisfaction at PT. Winn Gas by 0.452 or 45%. That is, the higher the team work effectiveness, the higher the employee job satisfaction.
5. Work motivation has an influence on job satisfaction of employees of PT. Winn Gas by 0.358 or 35%. That is, the higher the work motivation, the higher the employee job satisfaction.

### 5.2 Suggestion

1. *Work life balance* affect the work motivation of employees of PT. Winn Gas, so as to increase work motivation, can be done by increasing the work life balance, especially the employee's personal life, making them feel ready to work the next day.
2. *Work life balance* affect the job satisfaction of employees of PT. Winn Gas, so that to increase employee job satisfaction, it can be done by increasing work life balance, especially employee personal life, making employees feel ready to work the next day.
3. Teamwork affects the work motivation of PT. Winn Gas, so that to increase work motivation can be done by increasing teamwork, especially each team member has a strong contribution to the success of the team.
4. Teamwork affects the job satisfaction of employees of PT. Winn Gas, so that to increase job satisfaction can be done by increasing teamwork, especially each team member has a strong contribution to the success of the team.
5. Employee work motivation affects the job satisfaction of employees of PT. Winn Gas, so that to increase employee job satisfaction can be done by increasing work motivation.

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