

The Influence of Work From Home and Work-Life Balance on Employee Performance at PT Buana Bara Sejahtera

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ABSTRACT

This study aims to examine the influence of Work From Home (WFH) and Work-Life Balance on employee performance at PT Buana Bara Sejahtera. As remote work becomes increasingly common, understanding its implications for individual performance and personal well-being has become essential for human resource management. This research uses a quantitative approach with data collected through questionnaires distributed to 100 employees who have experienced remote work. The results of multiple linear regression analysis show that both WFH and Work-Life Balance have a significant and positive impact on employee performance, both partially and simultaneously. These findings suggest that flexible working arrangements, when supported by a healthy balance between professional and personal life, contribute meaningfully to improved employee outcomes. The study highlights the importance of organizational support in implementing effective remote work policies and fostering a work environment that prioritizes employee well-being.

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1. INTRODUCTION

The rise of remote work has reshaped the way organizations function globally, including in Indonesia. Initially implemented as a short-term response to the COVID-19 pandemic, Work From Home (WFH) has gradually transformed into a more permanent work arrangement across various sectors. This shift in workplace structure introduces new dynamics in employee management, particularly in balancing productivity with personal well-being. While WFH offers flexibility and autonomy, it also presents challenges such as communication barriers, feelings of isolation, and the risk of blurred boundaries between personal and professional life.

The need to maintain employee performance amid these changes has drawn the attention of both scholars and practitioners. One essential factor that contributes to sustainable performance in a remote setting is Work-Life Balance (WLB)—the ability of individuals to manage their professional responsibilities without sacrificing their personal and family lives. Organizations that fail to support work-life harmony may experience a decline in employee morale, increased stress levels, and decreased work quality.

W Given this context, the problem formulation of this study can be stated as follows:

- Does Work From Home significantly affect employee performance at PT Buana Bara Sejahtera?
- Does Work-Life Balance significantly affect employee performance at PT Buana Bara Sejahtera?

- c) Do Work From Home and Work-Life Balance simultaneously influence employee performance?

The objectives of this study are:

- a) To determine the effect of Work From Home on employee performance.
- b) To determine the effect of Work-Life Balance on employee performance.
- c) To examine the simultaneous influence of Work From Home and Work-Life Balance on employee performance at PT Buana Bara Sejahtera.

The benefits of this research are twofold. Theoretically, the study enriches existing literature by exploring the interplay between WFH, WLB, and performance within an Indonesian corporate context. Practically, the findings offer actionable insights for human resource practitioners in formulating strategies that support remote work effectiveness and employee well-being.

Several previous studies support the relevance of this topic. Bloom et al. (2015) found that remote work can improve productivity when properly structured. Greenhaus and Allen (2011) highlighted that work-life balance is positively associated with job satisfaction and performance. In Indonesia, Suharti and Susanto (2021) found that employees who maintained work-life balance during WFH showed higher job engagement and better outcomes.

This study is subject to several limitations. It focuses exclusively on employees of PT Buana Bara Sejahtera, thus the findings may not be generalizable to other industries or regions. The study also relies on self-reported data, which may carry inherent biases.

The structure of this paper is as follows:

- a) Section 1 introduces the background, objectives, and significance of the study.
- b) Section 2 presents the theoretical framework and a review of relevant literature.
- c) Section 3 explains the research methodology, including data collection and analysis techniques.
- d) Section 4 discusses the findings and interprets the results in relation to existing theories.
- e) Section 5 provides the conclusion along with practical recommendations and suggestions for future research.

2. RESEARCH METHOD

This study employs a quantitative approach with an associative research design to examine the influence of Work From Home and Work-Life Balance on employee performance. The goal is to test the relationship between the independent and dependent variables using statistical analysis.

Population and Sample

The population in this study consists of all employees of PT Buana Bara Sejahtera who have experience working remotely. A purposive sampling technique was used to select respondents who meet specific criteria, such as having worked from home for at least three months. A total of **100 respondents** participated in the study.

Data Collection Method

Primary data were collected through structured questionnaires distributed electronically to participants. The questionnaire was designed using a 5-point Likert scale ranging from 1 (Strongly Disagree) to 5 (Strongly Agree). Each variable was measured using several indicators adapted from previous validated studies.

Data Analysis Technique

The data collected were analyzed using multiple linear regression analysis to determine the individual and simultaneous effects of the independent variables on the dependent variable. Before conducting the regression test, classical assumption tests were carried out, including normality, multicollinearity, and heteroscedasticity tests, to ensure the validity of the regression model. Data processing was performed using SPSS version 25.

Table 1. Operational Definition of Variables

Variable	Indicator	Scale
Work From Home (X1)	Flexibility of schedule, communication effectiveness, task management, autonomy	Likert Scale
Work-Life Balance (X2)	Time management, role conflict, personal well-being, family satisfaction	Likert Scale
Employee Performance (Y)	Work quality, timeliness, productivity, achievement of targets	Likert Scale

3. RESULTS AND DISCUSSIONS

Descriptive Analysis

The research involved 100 employees from PT Buana Bara Sejahtera, representing various departments including operations, finance, HR, and administration. The demographic data indicated a balanced gender distribution and a varied age range from early-career to mid-level professionals. The descriptive analysis focused on the main variables: Work From Home (X1), Work-Life Balance (X2), and Employee Performance (Y). Each variable was measured using a Likert scale (1 = Strongly Disagree to 5 = Strongly Agree), and the results are summarized in Table 1.

Table 2. Descriptive Statistics of Research Variables

Variable	Mean	Std. Dev.	Min	Max
Work From Home (X1)	3.82	0.61	2.25	4.88
Work-Life Balance (X2)	3.91	0.67	2.10	4.95
Employee Performance (Y)	4.07	0.54	2.50	4.92

The data shows that employees generally responded positively to WFH arrangements, citing better focus and time flexibility. However, 27% experienced difficulty disconnecting from work. For work-life balance, 72% agreed they could manage family obligations more effectively, although some noted home-based distractions impacted their productivity. Overall, performance ratings were high, especially in task quality and goal achievement.

Classical Assumption Tests

To validate the use of multiple linear regression, the classical assumption tests were conducted:

- Normality Test:** The Kolmogorov-Smirnov test returned a p-value of > 0.05 , indicating normal distribution of residuals.
- Multicollinearity Test:** Tolerance values were above 0.10 and VIF values below 10 for both independent variables, suggesting no multicollinearity.
- Heteroscedasticity Test:** A scatterplot of residuals showed no clear pattern, indicating homoscedasticity.
- Autocorrelation Test:** The Durbin-Watson value was approximately 1.96, suggesting no autocorrelation.

These results confirm that the data meet the assumptions for regression analysis.

Regression Analysis

Multiple linear regression was applied to examine the impact of Work From Home (X1) and Work-Life Balance (X2) on Employee Performance (Y). The results are summarized in Table 2.:

Table 3. Multiple Linear Regression Results

Variable	Unstandardized Coefficient (B)	t-value	Sig. (p-value)
Constant	1.829	-	-
Work From Home (X1)	0.342	3.521	0.001
Work-Life Balance (X2)	0.417	4.283	0.000

R² = 0.623

Adjusted R² = 0.612

F-value = 80.09

F-test Sig. = 0.000

These findings show that both independent variables have a significant and positive influence on employee performance. The adjusted R² value of 0.612 implies that 61.2% of the variation in performance can be explained by WFH and WLB, while the remaining 38.8% may be due to other factors not examined in this study.

Hypothesis Testing

- a) H1: Work From Home has a significant effect on employee performance
→ Accepted. The regression coefficient is positive (0.342) and significant (p = 0.001), indicating that employees who benefit from remote work arrangements tend to perform better.
- b) H2: Work-Life Balance has a significant effect on employee performance
→ Accepted. With a coefficient of 0.417 and a p-value of 0.000, WLB has an even stronger effect on performance than WFH.
- c) H3: Work From Home and Work-Life Balance simultaneously affect employee performance
→ Accepted. The model is significant (F-test = 0.000), indicating a combined influence.

Discussion

The findings of this study reinforce the notion that Work From Home (WFH) contributes positively to employee performance when implemented with appropriate support. These results align with the study by Bloom et al. (2015), which demonstrated increased productivity among teleworkers due to greater autonomy and reduced commuting time. Employees in this study echoed similar sentiments, noting that flexibility allowed them to concentrate more effectively on tasks.

Moreover, Work-Life Balance (WLB) showed a stronger influence on performance than WFH. This suggests that beyond flexibility, the ability to maintain personal well-being plays a crucial role in employee output. Employees who are able to manage their family, health, and social obligations alongside work responsibilities tend to exhibit higher motivation and lower burnout—findings that are consistent with Greenhaus and Allen (2011) and Perry-Smith and Blum (2000).

The significant combined effect of WFH and WLB indicates that remote work is most effective when accompanied by policies that support emotional and psychological well-being. Organizations that focus solely on structural changes without considering the human element may fail to achieve desired productivity outcomes.

The findings are particularly relevant for PT Buana Bara Sejahtera, where job roles involve both collaborative and independent tasks. This highlights the importance of equipping employees with not only technological tools but also flexibility, trust, and support systems to help them manage their time and responsibilities effectively.

It is also important to consider that the effects of WFH and WLB are not uniform across all employees. Factors such as household size, role expectations, and technological literacy can influence individual

experiences. Hence, future policies should aim for a customized approach, allowing room for employee feedback and adjustments.

4. CONCLUSION

Based on the results of the analysis, this study concludes that both Work From Home and Work-Life Balance have a significant and positive impact on employee performance at PT Buana Bara Sejahtera. The ability to work remotely allows employees greater flexibility and autonomy, which enhances task completion and efficiency. At the same time, maintaining a healthy work-life balance contributes to lower stress, increased satisfaction, and improved overall performance. Together, these factors demonstrate that organizational strategies that support flexible work arrangements and prioritize employee well-being are essential in driving sustainable performance. Companies are therefore encouraged to adopt integrated HR policies that foster both structural flexibility and personal balance to optimize workforce productivity.

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