

The Influence of Work Life Balance and Work Environment on Employee Performance in Keranggan Subdistrict, South Tangerang

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Abstract: *This study aims to analyze the relationship between Work-Life Balance and Work Environment and Employee Performance at the Keranggan Village Office, South Tangerang City. This quantitative study used an associative approach, with 35 employees selected through a saturated sampling technique. Data were collected using questionnaires and analyzed using SPSS version 26, including simple and multiple linear regression and hypothesis testing. The simple regression results showed that Work-Life Balance and Work Environment were each positively and significantly associated with Employee Performance. However, in the multiple regression model, Work-Life Balance was not statistically significant at the 5% level ($p = 0.075$), while Work Environment was statistically significant ($p < 0.001$). The simultaneous test showed that both variables jointly had a statistically significant relationship with Employee Performance ($F = 46.508$, $p < 0.001$). The coefficient of determination ($R^2 = 0.765$) indicates that the model explains 76.5% of the variation in Employee Performance, while the remaining 23.5% is attributable to factors outside the model.*

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Introduction

Employee performance is a crucial factor in the success of public services, including in the Keranggan Village in South Tangerang City. As a government unit that directly interacts with the public, the village is required to provide effective, efficient, and professional services. Employee performance is influenced not only by individual abilities but also by psychological conditions and the work environment. One relevant factor is Work-Life Balance, which is the employee's ability to balance work demands with personal life, as well as the physical work environment, including room comfort, lighting, air circulation, and work

facilities. A good work-life balance can reduce work stress and increase productivity, while a comfortable work environment can support employee concentration and effectiveness (Farismawarni & Sumbogo, 2023); (Sari & Kristianti, 2026).

The Work-Life Balance phenomenon in Keranggan Village shows that out of 30 employees, 10% still feel that working hours interfere with their personal lives, and 10% do not have sufficient rest time after work. Regarding the work environment, 10% of employees also stated that lighting, air circulation, and work facilities do not fully support their work. This condition indicates that although the majority of employees have given a positive assessment, there are still issues that need to be addressed so that work-life balance and environmental comfort can be optimally felt by all employees.

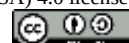
This problem is increasingly evident in employee performance data for the 2023–2025 period. The performance target was set at 100%, but the actual achievement only reached an average of 97.17% in 2023 and 96.42% in 2024 and 2025. This situation indicates that employee performance has not optimally achieved the target, particularly in terms of timely completion of work. This failure to achieve this is a significant phenomenon because performance is an indicator of an organization's success in providing services to the public.

Empirically, previous research has shown that work-life balance and the work environment are related to employee performance (Mustajab et al., 2025). However, research examining these two variables simultaneously on employee performance at the sub-district level, particularly in Keranggan Sub-district, South Tangerang City, is still limited. This gap is the basis for this study to determine the extent of the influence of work-life balance and the physical work environment on employee performance. The results are expected to serve as considerations for sub-districts in improving employee performance and the quality of public services.

Research Methods

This study uses a quantitative approach with an associative research type, which aims to determine the effect of Work Life Balance and work environment on employee performance. The study was conducted in Keranggan Village, Setu District, South Tangerang City, Banten. The study population was all 35 employees of Keranggan Village. Due to the relatively small population, the study used saturated sampling, namely all members of the population were sampled, so the study sample amounted to 35 employees. Data collection was carried out through questionnaires given to all respondents to obtain data on Work Life Balance, work environment, and employee performance.

The collected data were analyzed quantitatively using SPSS version 26. Data analysis included classical assumption tests consisting of normality, multicollinearity, autocorrelation, and heteroscedasticity tests. Furthermore, a simple linear regression analysis was conducted to determine the effect of each independent variable on employee performance and multiple linear regression to determine the effect of Work Life Balance and the work environment simultaneously. The analysis also included correlation coefficients, determination coefficients, and hypothesis testing through t-tests and F-tests with a significance level of 5%. The t-test was used to determine the effect of each variable partially, while the F-test was used



to determine the effect of both independent variables simultaneously on employee performance.

Results and Discussion

Classical Assumption Test

1. Normality Test

Table 1. Normality Test

One-Sample Kolmogorov-Smirnov Test			
		Unstandardized Residual	
N		35	
Normal Parameters ^{a,b}	Mean		.0000000
	Standard Deviation		3.44286398
Most Extreme Differences	Absolute		.089
	Positive		.057
	Negative		-.089
Test Statistics			.089
Asymp. Sig. (2-tailed) ^c			.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.		.679
	99% Confidence Interval	Lower Bound	.667
		Upper Bound	.691

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.
- e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Source: Data processed by researchers 2026

Table As seen above, the significance value is 0.057, which means it is greater than 0.05. The resulting significance value proves that the Work-Life Balance (X1), Work Environment (X2), and Employee Performance (Y) variable data have a normal distribution.

2. Multicollinearity Test

Table 2. Multicollinearity Test Results

		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.	Tolerance	VIF
Model		B		Beta				
1	(Constant)	8,013	2,937		2,729	.010		
	Work Life Balance	.247	.134	.277	1,842	.075	.325	3,077
	Work environment	.572	.136	.632	4.202	<.001	.325	3,077

a. Dependent Variable: Employee Performance

Source: Data processed by researchers 2026

Based on table 2 above, the Tolerance value of both variables is > 0.10 and the VIF value is < 10 . So it can be concluded that there is no multicollinearity in the regression model, so the model is suitable for use.

3. Autocorrelation Test

Table 3. Durbin-Watson Test Results

Model Summary					
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Durbin-Watson
1	.874a	.765	.750	3,549	1,962

a. Predictors: (Constant), Work Environment, Work Life Balance

b. Dependent Variable: Employee Performance

Source: data processed using SPSS Version 25

Therefore, in Table 3, the DW value is very close to 2 and falls within the range of 1.5 to 2.5, indicating no autocorrelation in the regression model. The non-autocorrelation assumption is met, so the residuals are independent, and the regression results of Work-Life Balance and Work Environment on Employee Performance are suitable for use.

4. Heteroscedasticity Test

Table 4. Heteroscedasticity Test Table

		Coefficients ^a				
		Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
Model		B		Beta		
1	(Constant)	6,294	1,520		4.141	<.001

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
	Work Life Balance	.018	.069	.073	.256	.799
	Work environment	-.113	.070	-.455	-1,600	.119

a. Dependent Variable: Abs_RES

Source: Data processed using SPSS Version 25

Based on the results of the heteroscedasticity test using the Glejser method in table 4.15, the significance value is > 0.05, so it can be concluded that there is no heteroscedasticity in the regression model, so that the classical assumptions are met and the model is suitable for use for further analysis.

Simple Regression Test

Table 5. Simple Linear Regression Test Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	12,938	3,303		3,917	<,001
	Work Life Balance	.710	.094	.797	7,570	<,001

a. Dependent Variable: Employee Performance

Source: SPSS Data Version 25

Based on the results of the regression calculations in the table above, the regression equation $Y = 12.938 + 0.710$ can be obtained. From the equation above, the following conclusions can be drawn:

1. The constant value a shows a value of 12.938, meaning that if there is no change in the independent variable (the value of X_1 is 0), then the value of the dependent variable (Y) is 12.938.
2. The regression coefficient value of variable X_1 (Work Life Balance) is 0.710 with a positive value, so if Employee Performance increases by 1 the value is 0.710.

Table 6. Simple Linear Regression Test Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	8,995	2,991		3,008	.005
	Work environment	.777	.080	.860	9,681	<,001

a. Dependent Variable: Employee Performance

Source: SPSS Version 25 Result Data

Based on Table 6, the results obtained can be obtained a Simple Linear Regression Equation as follows: $Y = 8.995 + 0.777 X_2$ where X_2 = Work Environment, Y = Employee Performance. If the value of $X = 0$ will be obtained $Y + 8.995$. So it can be interpreted that the value (a) or constant is 8.995 where this value indicates that when the Work Environment (X_2) has a value of 0 or does not increase, Employee Performance (Y) will remain at 8.995. The Regression Coefficient value (b) of 0.777 (positive) indicates a unidirectional impact where if the Work Environment is increased by 1 (unit) it will increase Employee Performance (Y) by 0.777.

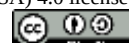
Multiple Linear Regression Test**Table 7. Multiple Linear Regression Test Results**

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	8,013	2,937		2,729	.010
	Work Life Balance	.247	.134	.277	1,842	.075
	Work environment	.572	.136	.632	4.202	<,001

a. Dependent Variable: Employee Performance

Source: SPSS Data Version 25

Based on Table 7 above, the multiple regression equation obtained is $Y = 8.013 + 0.247 X_1 + 0.572 X_2 + e$. The regression equation has the following meaning:



1. The constant value a shows a value of 8.013, meaning that there is no independent change (values X_1 and $X_2 = 0$) so the dependent value (value Y) is 8.013.
2. The regression coefficient value of the Work Life Balance variable (X_1) is 0.247, which is positive, so if Work Life Balance increases by 1 value, then Employee Performance will increase by 0.247.
3. The value of the Work Environment regression coefficient (X_2) is 0.572 with a positive value, so if the Work Environment increases by 1 value, then the Employee Performance decision will increase by 0.572.

Correlation Coefficient (R)

Table 8. Coefficient Test Results

Correlations			
		Work Life Balance	Employee Performance
Work Life Balance	Pearson Correlation	1	.797***
	Sig. (2-tailed)		<,001
	N	35	35
Employee Performance	Pearson Correlation	.797***	1
	Sig. (2-tailed)	<,001	
	N	35	35

***. Correlation is significant at the 0.001 level (2-tailed).

Source: Data processed using SPSS Version 25

Based on table 7, the correlation coefficient value of Work Life Balance is 0.797 based on the interpretation value guidelines, the value is in the interval range of 0.600-0.799, which means that the variable has a strong level of correlation.

Table 8. Correlation Coefficient Test Results

Correlations			
		Work environment	Employee Performance
Work environment	Pearson Correlation	1	.860***
	Sig. (2-tailed)		<,001
	N	35	35
Employee Performance	Pearson Correlation	.860***	1

Correlations			
		Work environment	Employee Performance
	Sig. (2-tailed)	<,001	
	N	35	35

***. Correlation is significant at the 0.001 level (2-tailed).

Source: Data processed using SPSS Version 25

Based on table 9, the correlation coefficient value of the Work Environment is 0.860 based on the interpretation value guidelines, the value is in the interval range of 0.800-1.000, which means that the variable has a very strong correlation relationship.

Table 10. Results of Simultaneous Correlation Coefficient Test

Model Summary									
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Change Statistics				
1	.874a	.765	.750	3.54882	R Square Change	F Change	df1	df2	Sig. F Change
					.765	51,950	2	32	<,001

a. Predictors: (Constant), Work Environment, Work Life Balance

Source: Data processed using SPSS Version 25

Based on table 4.23, it is known that the significant value is <0.001, so it is said that there is a correlation between the variables, and the r square value is 0.765, which means that there is a strong relationship between the variables Work Life Balance (X1) and Work Environment (X2) on Employee Performance (Y).

Coefficient of Determination (KD) Test

Table 11. Results of the Determination Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.874a	.765	.750	3.54882

a. Predictors: (Constant), Work Environment, Work Life Balance

Source: Data processed using SPSS Version 25

Based on Table 11, the r square coefficient (R²) value is 0.765 or 76.5%, so it can be concluded that the influence of Work Life Balance on the Work Environment is 0.765 (76.5%).

Hypothesis Testing

1. Partial Hypothesis Test (t-Test)

Table 12. Results of t-Test / Partial Test

		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta		
1	(Constant)	22,608	2,456		9,206	<,001
	<i>Work Life Balance</i>	4,085	.643	.742	6,350	<,001

a. Dependent Variable: Employee Performance

Source: Data processed using SPSS Version 26

So Based on table 4.24 the tester of hypothesis 1, namely the results of the t test (partial) shows that the significance value of the influence of Work Life Balance (X1) on Employee Performance (Y) is $<,001> 0.05$ and the calculated t value is $6.350>$ the t table value of 2.037, so H01 is rejected and Ha1 is accepted. This means that Work Life Balance has a significant effect on Employee Performance.

Table 13. t-Test Results

		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta		
1	(Constant)	8,995	2,991		3,008	.005
	Work environment	.777	.080	.860	9,681	<,001

a. Dependent Variable: Employee Performance

Source: Data processed using SPSS Version 26

So based on table 13, the hypothesis 2 test, namely the results of the t test (partial) shows that the significant value of the influence of the Work Environment (X1) on Employee Performance (Y) is $<0.001> 0.05$ and the calculated t value is $9.350>$ the t table value of 2,037, so H02 is rejected and Ha2 is accepted. This means that the Work Environment has a significant effect on Employee Performance.

2. Simultaneous Hypothesis Test (f-Test)

Table 14. Results of the Simultaneous F-Test

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1273,445	2	636,723	46,508	<,001b
	Residual	438,098	32	13,691		
	Total	1711,543	34			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Environment, Work Life Balance

Source: Data processed using SPSS Version 25

Based on table 14, testing the impact of independent variables simultaneously on the dependent variable was carried out using the F test. The results of statistical calculations show a calculated F value of $46.508 > F \text{ table } 3.295$ using a significance limit of 0.05, so a significance value of $<.001 < 0.05$ was obtained. This means that the hypothesis stating that simultaneously the variables of Work Environment and Work Life Balance have a positive and significant influence on Employee Performance is accepted. Thus, H_0 is rejected and H_a is accepted, so this regression model is suitable for use in predicting Employee Performance.

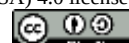
Discussion

The Influence of Work Life Balance on Employee Performance in Keranggan Subdistrict, South Tangerang

The results of a simple regression between Work Life Balance and Employee Performance obtained a regression equation $Y = 12.061 + 0.635X_1$. From this equation it can be concluded that the constant value of 12.061 indicates that if the Work Life Balance variable (X_1) does not change, then Employee Performance (Y) remains at 12.061. The Work Life Balance regression coefficient value of 0.635 is positive, which means that every 1 unit increase in Work Life Balance will increase Employee Performance by 0.635 units.

The statistical results of the t-test indicate that Work-Life Balance has a positive and significant effect on Employee Performance. This is evidenced by the correlation coefficient value of 0.797, which is included in the strong relationship category. Thus, the hypothesis stating that Work-Life Balance affects Employee Performance can be accepted. The results of this study indicate that the better the balance between work and personal life of employees, the higher the resulting performance. Employees who are able to manage time, involvement, and satisfaction between work and personal life will work more focused, productive, and responsible in completing their tasks.

The results of this study align with research conducted by (Sihite & Tarwijo, 2025), which stated that work-life balance has a positive and significant impact on employee performance. Therefore, it can be concluded that improving work-life balance will impact employee performance, while decreasing work-life balance will lead to decreased employee performance.



The Influence of Work Environment on Employee Performance in Keranggan Subdistrict, South Tangerang

The results of a simple regression between Work Environment and Employee Performance obtained a regression equation $Y = 8.995 + 0.777X_2$. From this equation it can be concluded that the constant value of 8.995 indicates that if the Work Environment variable (X_2) does not change, then Employee Performance (Y) remains at 8.995. The regression coefficient value of Work Environment of 0.777 is positive, which means that every 1 unit increase in Work Environment will increase Employee Performance by 0.777 units.

The statistical results of the t-test indicate that the Work Environment has a positive and significant effect on Employee Performance. This is evidenced by the correlation coefficient value of 0.860 which is in the very strong relationship category. Thus, the hypothesis stating that the Work Environment has an effect on Employee Performance can be accepted. The results of this study indicate that a comfortable, safe, harmonious work environment, supported by adequate work facilities, can increase employee morale, resulting in better performance. The results of this study are in line with research conducted by (Nisa et al., 2025) and (Mahatani et al., 2025) which stated that the work environment has a positive and significant effect on employee performance. Thus, it can be concluded that the better the Work Environment perceived by employees, the higher the resulting Employee Performance.

The Influence of Work Life Balance and Work Environment on Employee Performance in Keranggan Subdistrict, South Tangerang

The results of multiple linear regression between Work Life Balance, Work Environment, and Employee Performance obtained the regression equation $Y = 8.013 + 0.247X_1 + 0.572X_2 + e$. This equation means that the constant value of 8.013 indicates that if the variables Work Life Balance (X_1) and Work Environment (X_2) are considered constant, then the value of Employee Performance (Y) is 8.013. The Work Life Balance coefficient value of 0.247 indicates that every increase in Work Life Balance will increase Employee Performance by 0.247 assuming the Work Environment remains constant. While the Work Environment coefficient value of 0.572 indicates that every increase in Work Environment will increase Employee Performance by 0.572 assuming the Work Life Balance remains constant.

The results of simultaneous testing indicate that Work Life Balance and Work Environment together have a strong relationship to Employee Performance with a coefficient of determination (R Square) of 0.765 or 76.5%. This means that 76.5% of the variation in Employee Performance can be explained by the Work Life Balance and Work Environment variables, while the remaining 23.5% is influenced by other factors not examined in this study.

The results of this study align with research conducted by (Annisa & Hastasari, 2025), which stated that work-life balance and work environment simultaneously have a positive and significant effect on employee performance. Therefore, it can be concluded that the better an employee's work-life balance and work environment, the higher their performance will be.

Conversely, if these two factors decrease, employee performance will also decline.

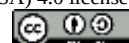
Conclusion and Recommendation

Based on the research results, it can be concluded that Work Life Balance has a positive and significant effect on the performance of employees in Keranggan Village, South Tangerang City. This shows that the better the employee's ability to balance work demands with personal life, the better the resulting performance. The work environment also has a positive and significant effect on employee performance. A comfortable, safe work environment, supported by adequate facilities, can improve employee comfort, concentration, and productivity in carrying out their duties. Together, Work Life Balance and the work environment have a positive and significant effect on employee performance. Both factors can make a significant contribution to improving performance, so that managing work life balance and creating a conducive work environment are important for Keranggan Village in improving the quality of service to the community.

Based on the research results, Keranggan Village is advised to improve employee work-life balance by managing proportional workloads, providing adequate rest periods, and arranging work to avoid disrupting employees' personal lives. From a work environment perspective, workspace comfort needs to be improved through improvements in lighting, air circulation, room temperature, and maintenance of work facilities. Furthermore, cooperation between employees needs to be strengthened through regular coordination, effective communication, and a culture of mutual assistance so that work can be completed more quickly and optimally, thus improving performance and the quality of service to the community.

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