

Overview of factors affecting work life balance in student part-time workers

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Abstract

It is very important to balance between work and life outside of work for students who continue to study while working. The phenomenon of students studying while working can find at Semarang State University. Students who work and study must maintain a work-life balance. The purpose of this research is to identify the factors that influence the work-life balance of part-time students at Semarang State University. The research method used was qualitative research with descriptive narrative approaching. This study's data comes from interviews and observations of the subject, namely active students in semesters 1-6 who work part-time on a total of three subjects. Perspective triangulation, time triangulation, and method triangulation were used in conjunction. Data analysis techniques, such as data collection, data transcription, data presentation, and conclusions. The study's finding indicates that there are three factors influence the work life balance of part-time student workers, they are internal and external work conditions, also individual internal conditions. The findings of this study will enable us to add references about the factors that influence the work-life balance and provide information for students who want to attend college while working a part-time job. These findings contribute significantly to the literature on work-life balance, particularly in the context of students who work while studying, and provide valuable information for students planning to balance studies and part-time work.

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INTRODUCTION

The balance between work and life outside of work is very important for anyone, especially for those who are already working. There is no exception made for students who study while working either full-time or part-time jobs. The balance that needs to be struck is between fulfilling commitments as both a worker and a student. Students who study while working must balance the demands between study and work, specifically the demands of assignments given during course of study and the demands of work that they always receive from the workplace. If students are unable to balance the demands, then one of their activities, either study or work, will be sacrificed (Octavia & Nugraha, 2013). As a result, these demands must be carried out and completed by a student at the same time and as soon as possible. This demand typically necessitates students who study while working to be able to balance the two.

Due to the large number of students studying while working, the phenomenon of students studying while working is not something new to the general public. They become focused on adult chores to gain independence and get ready for a profession as they are ready to enter adulthood as students (Nurussa'adah, Purwanto, & Istyarini, 2020). According to Endsleigh and The National Union of Students research, there has been an increase in working students from 59% to 77% (Mitchell, 2015; in Utami, 2020). This is no exception in Indonesia, where there is also an increase in students studying while working (Octavia & Nugraha, 2013). We can find this phenomenon can be found in many places, such as in the environment around universities and around the areas where students live. College is a place where students can study. Typically, there are many places around universities that provide job vacancies (lockers) for students who want to study while working.

Many students' study and work simultaneously at Semarang State University (UNNES), one of the tertiary institutes in the city of Semarang. Whereas the number of students at Semarang State University (UNNES) reached 36,797 in the even semester of the 2020/2021 (<http://data.unnes.ac.id/>). This is what motivates local business owners to hire students to work. Many food stands, shops, and even taverns surround Semarang State University (UNNES), where students occasionally gather. Although the existing places are intended for students and students usually also work there. Many students also work around their neighborhood apart from the campus area. Jobs in their neighborhood include running a booth, running a shop, and even working as a private tutor. Students usually choose jobs that are flexible and do not burden them as students. These are typically part-time jobs. A part-time job is a flexible job that can be done at any time or only done part-time (less than normal working hours).

On June 9, 2021, interviews and preliminary observations were conducted with three Semarang State University (UNNES) students who were studying while working part-time. Subject 1 is a fourth semester with PG PAUD major student who works part-time as a shopkeeper and has worked since April 2021. Meanwhile, subject 2 is a fourth semester with PJKR major who works part-time as a food stand server and has worked since April 2021. Last, subject 3 is a second semester with accounting major who works part-time as a beverage stand server and has been with the there since March 2021.

According to the findings of interviews and preliminary observations with these three students, there are factors that influence the balance of study and work on students based on the responses of participants, who say that the type or characteristics of work can influence the balance of study and work. Work that requires a lot of time, for example, can cause academic problems, such as piling up and procrastinating lecture assignments. Another influencing factor is student's attitude or behavior when balancing study and work. Participants stated that a balance between study and work can be achieved depending on how a person handles problems that arise. This balance in college and work is called work life balance. Work life balance refers to an individual's efforts to balance work and life.

This is in line with the opinion of Schabracq, et al (2003; in Putra, 2020) who believe that there are several factors that influence work-life balance, including personality traits, family characteristics, job characteristics, and attitudes. Work patterns, workload, and amount of time worked are all job characteristics that influence work-life balance. Meanwhile, a person's tendency to act is an attitude that can affect work-life balance. The factors that affect the work life balance of students who work part-time will determine whether they can balance their studies and work. Many things can happen if they don't know what factors will affect their work life balance, such as lectures being neglected by being late for class assignments, rarely coming to class, not participating in group work, and many others. Meanwhile, if they know these factors, they can try to control the factors that will hinder them from studying while working part-time. So students who want to choose to study while working part-time can better consider their options and whether they can balance studying and working or not.

Several factors can influence the emergence of a person's work-life balance. Working conditions, facilities, performance, support, independence, and satisfaction are all factors that influence work-life balance, according to opinion of Kundnani & Mehta (2015). Working conditions can have an impact on work-life balance. When a worker is in a comfortable working environment, this can improve work-life balance. The facility factor will be able to improve work-life balance when the workplace facilities can ensure that workers have public facilities and appropriate days off to live their personal lives. Work life balance will be affected by performance factors, where performance can determine a person's success, and success requires planning that can be used as motivation to improve performance in order to achieve work life balance. Support from family or a partner can help a person to manage and deal with life problems, and workplace support can help a person to maintain the balance between work and personal life (work life balance). The independence factor, or worker's independence, will be useful for managing existing situations in work and personal life, resulting in work-life balance. Satisfaction factors can influence work-life balance. If someone feels happy and satisfied with their life, they will have a work-life balance.

Many researches has been carried out on discussing the factors that affect work life balance, such as the research conducted by Pratiwi & Silvianita (2020) entitled "Analysis of Factors of Work Life Balance in PT. Indonesian Telecommunications Industry (Persero) Bandung", research conducted by Putri (2021) entitled "Factors Influencing Work-Life Balance in Female Farmers", and research conducted by Muttaqiyathun & Nurmaya (2021) entitled "Analysis Factors Influencing Millennial Student Work Life Balance". The results of previous research are very diverse, as there are several factors that influence work life balance, namely work environment management factors, time and role management factors, work time flexibility factors, management support factors, time factors, economic and family factors, loyalty factors, attitude factors, and salary factors. From the research that has been done, there are differences in this study, namely related to the subject. The subjects in this study were students who study while working part-time or students who work part-time where there has been no research discussing this subject.

Many factors are discovered in the elaboration and description of research and literature studies regarding the factors that influence work life balance, depending on the subjects in the study. As a result, based on previous research, the researcher hopes to learn more about the factors that influence work-life balance in part-time student workers. The research findings will be useful as a reference for the most recent information on the factors that affect work-life balance, as well as material to consider, for students who want to attend college while working part-time.

METHODS

The research method used was qualitative research with descriptive narrative approaching, where the results of this study contain a narrative that describes the experiences experienced by the

subject. This study's data comes from interviews and observations of the subject, specifically active students in semesters 1-6 who work part-time on a total of three subjects. Perspective triangulation, time triangulation, and method triangulation were used at the same time which is useful for checking the validity or correctness of data from research results. Techniques for data analysis include data collection, data transcription, data presentation, and conclusions. The data analysis technique explains how the data is processed and structured to make understandable conclusions.

RESULTS AND DISCUSSION

According to the findings of the research, three factors influence work-life balance in student part-time workers at Semarang State University: internal work conditions, external work conditions, and individual internal conditions. These three factors were obtained from a study of the factors that influence work life balance according to opinion of Kundnani & Mehta (2015), including working conditions, facilities, performance, support, independence, and satisfaction. The internal working conditions are one of the factors influencing work-life balance in the three subjects. The physical workplace or comfortable facilities, good working relationships, clear job descriptions and work shifts, flexible work schedules, and a safe work environment will influence the work-life balance of student part-time workers. According to opinion of Nitisemito (2000), work facilities are everything that is around workers and can affect workers ability to carry out their duties and work-life balance. As for the opinion of Poluan (2018), workers comfort feelings at work will influence work-life balance.

Subject 1 has had a comfortable physical workplace, which can be seen from his workplace facilities that are above the standards of similar workplaces where she works in a shop that can be protected from heat and rain, as well as several supporting facilities in his study, such as a break room, mats, chairs, and sockets for charging cellphones or laptops for study activities. Even though subject 1 has a comfortable physical workplace, she still feels uncomfortable and unsafe in the environment outside the workplace because the subject works next to a barber shop where the majority of the customers are men. Subject 1 handles it while staying in the shop until be picked up. As for the relationship, subject 1 have a good relationship with her colleagues and business owners. This can be seen in the subject's coordination when distributing work shifts with coworkers and coordination with business owners regarding permits when she unable to come to work. The job description and work shifts are already clear enough, so she can balance her work and studies.

Similar to subject 1, subject 2 also feels comfortable with the workplace which can be seen from the workplace facilities that provide several things, such as bathroom, prayer rooms, electric sockets for charging cellphones or laptops for study activities, and shelter from the heat and rain. Nonetheless, subject 2 felt that the environment around the workplace was still not comfortable as the landowners were not friendly and for the current situation, several outlets around were starting to decrease which caused the subject to feel lonely. As for the job description and work shifts, it is also clear, so he could balance his work and studies. Subject 3 also feels comfortable with her workplace because the workplace is clean enough with a cleaning pocket for each shift and also the workplace is protected from heat and rain. As for the job description and work shifts, it is also clear so she can balance her work and studies. Besides that, she has a flexible work schedule because there are no demands from business owners, as long as the communication is still maintained. Comfort feeling in Subject 3 leads to job satisfaction. This is in line with the opinion from Nurendra & Saraswati (2016), satisfaction for workers comes from pleasant and positive feelings towards work, that results from their work life balance. Another opinion from Mardiani & Widiyanto (2021), feelings of satisfaction from work and personal life will affect work life balance.

The external working conditions are the next factor influencing the work-life balance of the three subjects where they have good relationships and support from their peers. In the opinion of Vyas

& Shrivastava (2017), good and harmonious social relations can improve work-life balance, while poor social relations can cause problems with work-life balance. This is rooted in humans as individual and social beings and they require social relations to meet their needs as social beings. Students must fulfil their social requirements since they are both social creatures and unique individuals (Sunarso, 2019). Another opinion from Triwijayanti & Astiti (2019), social support provided to working students will help them achieve a work-life balance. The support and motivation obtained from people around them can encourage students to do something good.

Concerning subject 1 and subject 2, they have a good relationship with the family, but they still tend to harbor problems with the family or only tell the family good things. Unlike other subject, subject 3 has a good relationship with his family and constantly communicates about his studies, work, and daily activities. The three subjects also had good relationships with their college friends, despite the fact that subject 1 was unfamiliar with their college friends at first because the lectures were held online. On the subject 2, he is also unfamiliar with his college friends but maintains good socialization because of necessity. As for subject 3, she has a good rapport with her college friends because many of her friends are working part-time too.

With good relationships with their families and college friends, the three subjects also received support from them. Even though at the beginning subjects 1 and 3 did not get support from their families for fear of disrupting their studies, subjects 1 and 3 gave evidence with IPS (temporary assessment index) which are still good. Besides getting support from family and friends, subject 1 also gets support from business owners regarding her college life by providing late tolerance. As for subject 2, he also received support from lecturers regarding his part-time works by providing tolerance for late submission of assignments with maximum a day. The three subjects felt happy about the support given by the people around them that makes them more enthusiastic about studying and working part-time. They also felt that they were valuable because they were considered by the people around them. Because of social support, they feel more confidence in their decisions and current actions (Pastimo & Muslikah, 2022).

Another factor that affects work life balance is internal conditions. Before doing part-time work, they have a lot of time to study, play, and rest (Fakhruddin et al., 2023). However, after doing part-time work, they feel the need to do good time management to manage their time for studying, working, resting, and playing. Even so, the three subjects were able to finish their assignment while working part-time or in their spare time before and after college or working. Due to her activities as worker and student, subject 1 feels a lack of time to play, rest, and socialize with her family and friends. Subject 1 is effort to overcome this is by making a plan when she will do activities. This interpreted as she performs time management by creating a schedule to manage her time in an efficient and effective manner (Dundes & Marx, 2006; in Andari & Nugraheni, 2016). In the matter of her assignments, subject 1 finishes it while working part-time. However, if the assignments are not finished during work hours, she will continue the assignments at home by reducing her rest time. Besides individual assignments, subject 1 is also given group assignments. In order to complete these, she will work with her friends to divide the assignments. When given group assignments, she always completes them and even becomes a group assignment pioneer.

Due to his activities as worker and student, subject 2 feels a lack of time to play, rest, and socialize with his family and friends. Similar to subject 1, subject 2 subject makes an effort to overcome it by making a schedule. subject 2 also felt that he had learned new things about responsibility and time management. This is because he was in charge for his studies, while also doing part-time work. Regarding assignments, subject 2 works on them while working part-time. Besides getting individual assignments, subject 2 also got group assignments. subject 2 handled this by coordinating with his group to divide the existing tasks. During college while working part-time, subject 2 had several achievements, such as getting a good IPS (temporary rating index), participating in competitions, and

becoming a freelance novel writer. subject 2 was working part-time to increase his income while in college and to learn about selling and buying transaction. In between his busy schedule, subject 2 finds time to participate in campus organizational activities and become a freelance novel writer.

Similar to the two previous subjects, subject 3 also feels a lack of time to play and rest due to her two activities as student and part-time worker. For her assignments, subject 3 finish it during part-time work or her free time before and after lectures or part-time work. If a lecture assignment is difficult to finish, subject 3 will work on it with her college friends to make it easier to complete. subject 3 also received group assignments. When it comes to group assignments, subject 3 collaborate with her groupmates, who then choose a task coordinator to lead and divide the existing tasks. During college while working part-time, subject 3 had several achievements, such as getting an IPS (temporary rating index) above 3.00 and getting allowance more than working part-time. The reason for subject 3 to work part-time is to fill her free time because at the beginning of the college, subject 3 felt that she had a lot of free time which made her less productive so she sought activities by working part-time. Beside her busy schedule, subject 3 takes time to gather with her friends to play or rest at the boarding house.

Based on the description of the results and discussion of the research above, it can be described as follows:

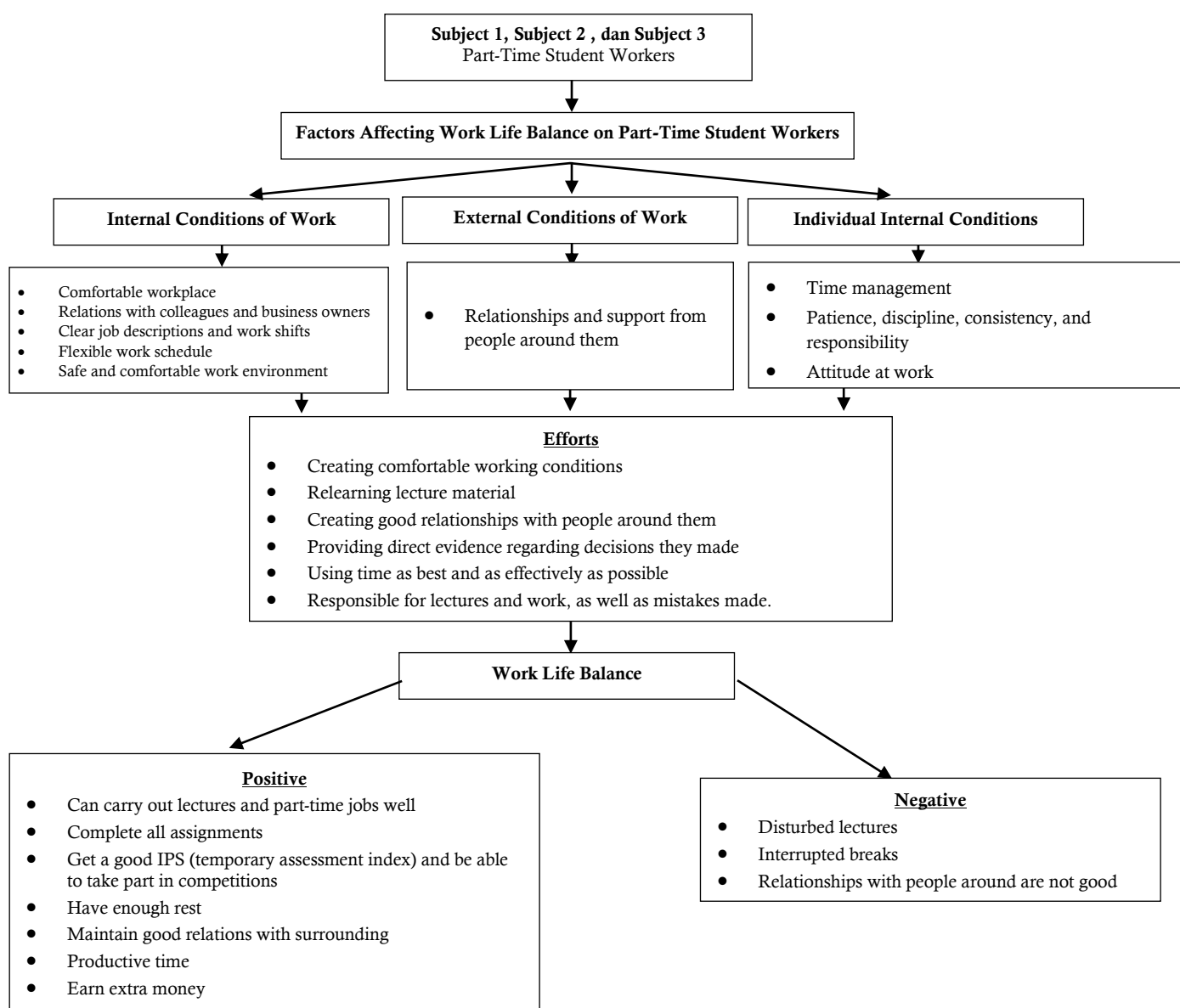


Figure 1. Summary of Research Findings

According to the explanation above, the three subjects have similarities in the findings of the three factors that affect work life balance, they are internal work conditions, external work conditions, and individual internal conditions. Based on the findings, the three subjects made several efforts to achieve a work-life balance from study and part-time job. The efforts made are creating comfortable working conditions, reviewing lecture material, developing good relationships with those around them, providing direct evidence regarding college decisions while working part-time, using time as efficiently and effectively as possible, and being responsible for their studies and part-time jobs, including any mistakes they made (Nikmah & Shofwan, 2023). These factors can be considered by Semarang State University students who wish to choose college while working part-time, where they must be prepared for existing factors and must direct them in a positive direction regarding existing factors that are useful for improving the work life balance they have. They can also consider whether they can balance studying and working or not.

They will be able to carry out lectures and part-time jobs, complete all lecture assignments, get a good IPS (temporary assessment index), be able to carry out other activities such as taking part in student-level competitions, have enough rest, maintain good relationships with people around them, and get extra pocket money if they make efforts to create a work life balance and run well (positively). Meanwhile, if they do not make efforts to achieve a work-life balance, they will be unable to deliver lectures (disturbed lectures), they will have disrupted rest periods, and their relationships with those around them will suffer.

CONCLUSION

According to the research, three factors influence the work-life balance of part-time student workers at Semarang State University are internal work conditions, external work conditions, and individual internal conditions. All of the subjects had one thing in common: they all worked hard to balance the factors that affect work-life balance, such as creating comfortable working conditions, cultivating good relationships with those around them, making the best use of their time, and being responsible for lectures their studies and part-time jobs. According to the findings of this study, students who study while working can continue to improve the three existing factors in a positive direction, which is beneficial to their work-life balance. Meanwhile, students who want to study while working part-time should carefully consider their options to see if they can balance study and work. For researchers interested in similar research, it is expected that they will optimize every process and stage of the research in order to achieve better results, such as making observations that can influence the research results.

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