

The Effect of Work life Balance and Employee Engagement on Work Professionalism for Female Teachers at SMAN 5 Tasikmalaya

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ABSTRACT

Currently working women have become commonplace. Women do not only do activities at home, but also do activities outside the home to work and earn income. The purpose of this study was to determine the effect of work-life balance and employee engagement on the professionalism of female teachers. The research method used was descriptive and verification with a population of 45 people, while the sampling method used a saturated sample so that the number of research samples was the same as the total population. This research was conducted at SMAN 5 Tasikmalaya. The result of the research is that it is found that work-life balance has a positive effect on work professionalism. The next finding is the effect of employee engagement on work professionalism for female teachers. The last finding is that there is a joint positive influence on work-life balance and employee engagement on the professionalism of teachers' work.

Keywords: *Employee Engagement, Employee Engagement, Work Professionalism, Women*

INTRODUCTION

Currently, West Java Province has 37,512,832 people in the workforce. When viewed from employment statistics, the number of female workers in West Java as many as 8,684,767 women currently have entered and work in all sectors. As for the City of Tasikmalaya, it has a workforce of 172,562 with 125,081 male workers and 47,531 female workers. When viewed from the number of Civil Servants in Tasikmalaya City, the number of female civil servants from year to year is more than male employees. so it can be said that women have an important role in running the government in Tasikmalaya City. Likewise with the number of teachers in Tasikmalaya City, the total number of female teachers in Tasikmalaya City is more than male employees. The total number of teachers in Tasikmalaya City is 6,784 with 4,205 female teachers while the remaining 2,579 are male teachers. When viewed from the number, there are more female teachers in Tasikmalaya City than male teachers.

Table 1. Teacher data at SMAN 5 Tasikmalaya

Gender	Total
Male	20
Female	45
Total	65

Source: SMAN 5 Tasikmalaya 2022

The large number of female teachers compared to men also occurs in a smaller scope, namely at SMAN 5 Tasikmalaya. Based on the data obtained, the number of teachers at SMAN 5 Tasikmalaya is 65 people, the number of female teachers is 45 people, while the male teachers are 20 people. The teacher is an important

profession because a teacher is an educator whose job is to educate, teach, guide, direct, train, assess, and evaluate students in the formal education path (Danim, 2017). According to the KBBI, profession is a job based on expertise education, such as certain skills and vocational training. In addition, Keraf (1998) explains that the profession is a job that is carried out by relying on high expertise and skills and by involving a deep personal (moral) commitment. In carrying out a profession, every individual is required to have a professional attitude. Professional is someone who does a job because he is an expert in the field and devotes all his time, energy, and attention to the job (Keraf,1998). Likewise the female teachers at SMAN 5 Tasikmalaya.

Currently working women have become commonplace. Women do not only do activities at home, but also do activities outside the home to work and earn income (Nilakusumawati, 2009). Women's decisions to work will certainly affect their personal lives because women who work have multiple roles and must harmonize between work and personal life (Mani, 2013).

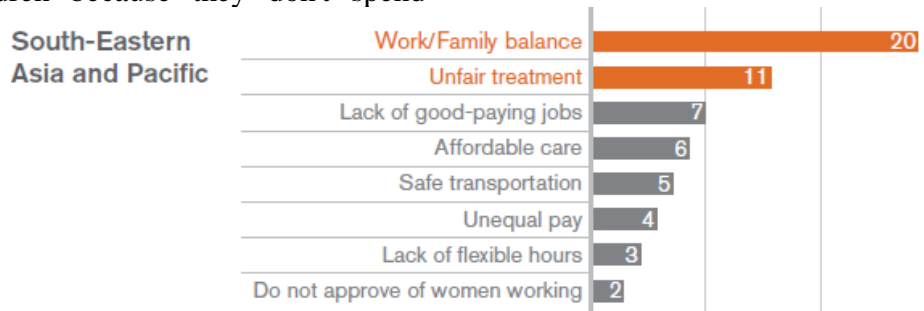
Based on initial observations made by the author to several working women, it is stated that those who work and already have families tend to be more worried when they have to leave their families and cannot accompany their children when needed because they have to work compared to women who work but are not married. The positive impact obtained by working is that it can help the family's economy and can self-actualize and improve social status,

but having a job can lead to role conflicts between work and family. Sometimes some female workers ignore personal interests and prioritize work interests. (Ministry of Women's Empowerment and Child Protection and the Central Statistics Agency, 2016).

A woman worker or career woman has two main roles that must be balanced, namely working and taking care of housework, but sometimes the role of women's work is considered the cause of household fractures or the failure of their children because they don't spend

enough time at home (Ministry of Women's Empowerment and Child Protection, 2016).

People's beliefs and culture still want women to play dual roles as workers and housewives. Conflicts experienced by working women will have an impact on individual satisfaction, marital satisfaction, low job satisfaction, and the occurrence of psychosomatic disorders, as well as low life satisfaction (Ministry of Women's Empowerment and Child Protection and Central Statistics Agency, 2016).

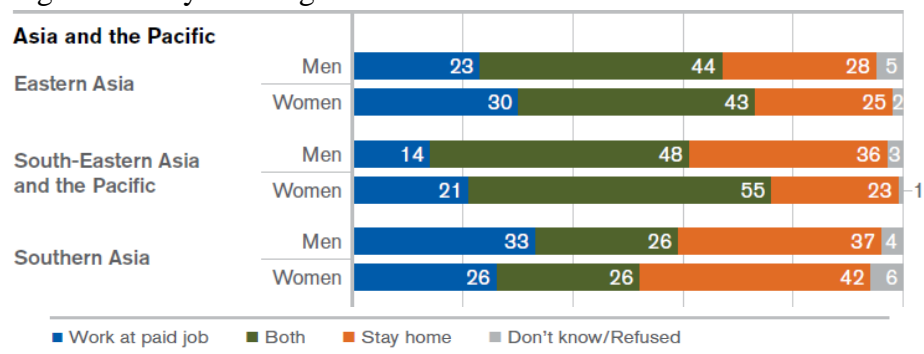


Source : Gallup dan the International Labour Organization (2017)

Figure 1. Challenges of Working Women

From the results of research obtained from Gallup and the ILO in 2016 in Southeast Asia and the Pacific, mentions some of the biggest challenges faced by working women.

The data shows that the biggest challenge faced by working women in Southeast Asia and the Pacific is the balance between work and family.



Source: Gallup and the International Labor Organization (2017)

Figure 2 Gallup Survey 2017

In addition, other data shows that 48% of men prefer women to have two roles, namely to work and

also take care of the family and do housework. A survey conducted by Gallup in Indonesia states that 51% of

men choose women who have dual roles as women who work and also do housework such as taking care of the family. This of course will demand the role of women to be able to balance the roles between work and family.

Based on the results of research by Nilakusmawati (2009), Sihol Situngkir et.al (in Thematic Gender Statistics: 2021), (Majid: 2012), Meenakshi et.al (2013), that long working hours and high work stress can not only hinder the ability employees to align work and family life but are also associated with health risks, such as increased smoking and alcohol consumption, and depression. Work-life balance conflicts or the balance between work and life outside of work are often associated with various physical and mental health implications. In a broad sense, work-life balance can be interpreted as a match between multiple roles in personal life (Hudson: 2009), in other words work-life balance can be interpreted as a balance of life where the demands of work and personal life can be balanced (Mani: 2013).

In a study found a fact which shows that employees believe they do not have time for personal interests and feel drained and disturbed at work which of course can be a problem. In addition, work-life balance has an impact on employee recruitment, turnover, employee commitment and job satisfaction, absenteeism, productivity, and the rate of work accidents. (Meenakshi et.al: 2013). Employee engagement is how an organization member engages and expresses himself physically, cognitively, and emotionally (Khan: 1990). When employees feel bound,

they will try more to realize the company's goals. One of the highest forms of employee engagement is the willingness of employees to advocate on behalf of the company, namely, the willingness to promote the company as a place to work, buy, and even invest (Schiemann: 2011).

Likewise, Macey and Schniieder (2008) state that a sense of employee engagement includes a sense of enthusiasm or passion and commitment that makes a person able to invest and develop his business in a sustainable manner so as to encourage the company's success. Just like Gallup (2004) which states that engaged employees are people who work with passion and feel a deep connection with the company. In research conducted by Gallup in 2013 (Gallup: 2017), shows that 51% of employees in the US say they are looking for a new job and employees who feel disengaged are twice as likely to be engaged (engaged) to seek employment. new job. This of course can be detrimental to the company because the company can lose good talents in the company.

Based on the description above, the authors are interested in researching work-life balance, employee engagement, and professionalism in female teachers considering that women have a dual role and the importance of the teaching profession in educating future generations.

Based on the above phenomenon, the formulation of the problem in this study are:

1. How does work-life balance affect the professionalism of female teachers at SMAN 5 Tasikmalaya

2. How does employee engagement affect the professionalism of female teachers at SMAN 5 Tasikmalaya?

How do work-life balance and employee engagement affect the professionalism of female teachers at SMAN 5 Tasikmalaya?.

METHOD

This research is included in the quantitative category using descriptive and verification methods, in which each measure of the variables studied is the subject/object related to the research, this approach uses tools such as questionnaires that will explain the points of the research statement by measuring the Likert scale. In this study the authors took samples at SMAN 5 Tasikmalaya. The population that will be taken in this study are female teachers at SMAN 5 Tasikmalaya as many as 45 people with sampling using the census method so that the number of samples is the same as the total population.

Sources of data used in this study, namely using two types of data whose purpose is to assist the author in solving problems in this study. The types of data used in this study are grouped into, namely: 1) Primary data, namely data obtained from research results directly to the field, namely from respondents' answers to the distributed questionnaires. 2) Secondary data is data obtained from the school of SMAN 5 Tasikmalaya,

such as the number of workers and attendance tables, brief history of the institution, organizational structure, and agency activities as well as scientific articles and literature. The analysis technique used is multiple linear regression analysis.

RESULT

Based on the results of the validity test shown in Table 2, the results obtained whose value is greater than the required standard value of 0.3. Correction Item Total Correlation values for all Employee Engagement variables (X1), Work life balance (X2), and work professionalism (Y) are between 0.767– 0.901. These results indicate that the value of $r_{count} > 0.3$ (r_{table}), thus indicating that all statement items on the Employee Engagement, Work life balance and work professionalism questionnaire are valid or able to reveal something that will be measured by the questionnaire, so that it can be used for further analysis. . Then, Table 3 produces an alpha coefficient (Cronbach's Alpha) > 0.60 so it can be concluded that the instrument used is reliable. Based on the results of the reliability test of the variable Employee engagement, work life balance and work professionalism in table 3, it produces an alpha coefficient (Cronbach's Alpha) > 0.60 so it can be concluded that the instrument used is reliable.

Table 2. Test Instruments – Validity

Variable	Indicator	Corrected Item-Total Correlation	Standart Score	Description
Employee Engagement	X1.1	0.85	0.3	Valid
	X1.2	0.877	0.3	Valid
	X1.3	0.842	0.3	Valid
	X1.4	0.793	0.3	Valid

Variable	Indicator	Corrected Item-Total Correlation	Standart Score	Description
Work Life Balance	X2.1	0.901	0.3	Valid
	X2.2	0.887	0.3	Valid
	X2.3	0.877	0.3	Valid
Work Professionalism	Y1	0.814	0.3	Valid
	Y2	0.798	0.3	Valid
	Y3	0.845	0.3	Valid
	Y4	0.825	0.3	Valid
	Y5	0.767	0.3	Valid

Source: Primary Data in Processing, 2022.

Table 3. Research Variable Reliability Test Results

Variable	Cronbach's Alpha	Standart Score	Description
Employee Engagement	0.932	0.6	Reliable
Work Life Balance	0.947	0.6	Reliable
Work Professionalism	0.927	0.6	Reliable

Source: Primary Data in Processing, 2022

Furthermore, after all the instruments have met the valid and reliable criteria, it can be continued for the next analysis, namely regression analysis to prove the

hypothesis with the help of SPSS for windows software. The results of the regression analysis for the t test (partial test) are shown in table 4 below.

Table 4. Results of t-test (Partial Test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.080	.745		4.134	.000
	Employee Engangment	.284	.069	.261	4.084	.000
	Work life balance	1.003	.092	.697	10.920	.000

Source: Primary Data in Processing, 2022

Based on Table. 4 then the multiple linear regression equation model in this study is obtained as follows:

$$Y = 3.080 + 0.284X_1 + 1.003X_2 + e \quad (1)$$

From the results of this study, the most dominant variable is work

life balance (X₂), because the constant value is 1.003 and P value = 0.000, so it is the work life balance variable (X₂), which has the most influence on the Work Professionalism of female teachers at SMAN 5 Tasikmalaya.

Table 5. Table ANOVA (Simultaneous Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1645,073	2	822.537	228.275	.000 ^b
	Residual	349,517	97	3.603		
	Total	1994,590	99			

a. Dependent variable: Work Professionalism

b. Predictors: (Constant), Employee Engangment, Worklife Balance

Source: Primary Data in Processing, 2022

Based on Table 5, it can be concluded that Employee Engagement

and Worklife Balance have a simultaneous and significant effect on

Work Professionalism. It can be seen from the calculated F_{test} above which is 228.275 which is greater than 3.09 and the probability of 0.000 is less than 0.05, and the value of $F_{test} > F_{table}$ is obtained. Thus, $F_{test} > F_{table}$ (228.27 > 3.09).

The Effect of Employee Engagement on Work Professionalism

The findings of this study indicate that the effect of employee engagement in increasing Work Professionalism is proven by the positive influence given to the value (beta) with a significance level indicating that the p-value is $0.000 < 0.05$. This illustrates that teacher involvement is a school effort to make teachers an important part in every work carried out by schools, so that it will create a high sense of belonging to each teacher in contributing to the school. The explanation above can be said that the higher the level of teacher involvement (employee engagement) in work, the higher the professionalism given to schools. This is in line with previous research (Handoyo & Setiawan, 2017); (Lewiuci & Mustamu, 2016); (Ardi et al., 2017) which says that with the involvement of every employee in taking part in every work process, it will have a positive and significant impact in contributing to improving performance.

Effect of Work Life Balance on Work Professionalism

Research findings regarding work life balance from the results of the analysis of the data obtained can be seen in the value (beta) indicating a positive direction with a

significance level of $0.000 < 0.05$, which means that work life balance has a positive and significant effect on Work Professionalism. This shows that in the midst of this pandemic, teachers are still able to balance work and life, it can be said that with a balance of work, they will be able to encourage good contributions to schools. The explanation above can be said that the higher the work-life balance, the higher the professional work provided by the teacher in carrying out his work activities. This is in line with previous research submitted by (Saina et al., 2016); (Sarikit, 2017); and (Nurwahyuni, 2019) who revealed the results of his research that with a balance of work done by each employee by looking at homework and school, it will produce maximum results in achieving good company performance.

Effect of Employee Engagement and Work Life Balance on Work Professionalism.

Research findings by simultaneously testing the variables of Employee Engagement and Work Life Balance on Work Professionalism, show a positive and significant influence, it can be said that with the involvement of teachers (employee engagement) and work balance (work life balance) can provide a strong impetus for every teacher in improving professional performance. The explanation above can be said that the higher the teacher's involvement (employee engagement) and work life balance provided by the teacher in carrying out work activities, the higher the performance that will be generated for each teacher. This is in line with

previous research by (Sarikit, 2017); and (Laksono & Wardoyo, 2019) where the research findings say that the presence of employee engagement and work life balance will have a positive and significant effect or have a real influence on improving work professionals.

CONCLUSION AND SUGGESTION

Conclusion

Based on the findings of this study, the researcher can conclude that there is a positive and significant effect of employee engagement on Work Professionalism, and the partial test of work life balance on Work Professionalism has a positive and significant effect, while simultaneous testing shows that employee engagement and work life balance has a positive and significant effect on the Work Professionalism of teachers at SMAN 5 Tasikmalaya. Therefore, the involvement of teachers (employee engagement) and work-life balance can provide a strong impetus for every teacher in improving work professionalism, especially for female teachers at SMAN 5 Tasikmalaya. Teachers can divide time between their personal lives and work so that personal or work matters do not affect or interfere with each other. One of the highest factors that causes a high level of employee engagement is that teachers feel that the work they do has meaning and purpose for them, besides the feeling that the work they do can inspire life is also one of the factors that make the level of employee engagement high. On professionalism, the teachers at SMAN 5 Tasikmalaya have a high level of professionalism. This can be

seen where in the teaching and learning process, teachers have competencies and learning strategies where these strategies are used so that what is given can be understood by students. In addition to the strategy of evaluating learning outcomes on a regular basis, it is also often carried out to monitor the results of student development, and good communication between students and fellow educators is a factor of high professionalism.

Suggestion

The suggestions given by the researchers in this study are that they can continue to maintain and improve work-life balance and employee engagement with teachers, because employee engagement is an important thing which will improve one's professional attitude. As for this study, only 45 female teachers at SMAN 5 Tasikmalaya were used, so it cannot be generalized to career women who work in other fields and companies. Therefore, in future research, samples should be taken from a larger population.

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