The Influence of Work-Life Balance on Happiness at Work Among Nurses

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ABSTRACT

Nurses are an important profession in the demanding medical workforce, making them vulnerable to work pressure, high emotional involvement, and excessive empathy. This pressure can lead to unhappiness at work and the desire to resign. This study aims to examine the effect of work-life balance on happiness at work in nurses. The hypothesis proposed is that there is a positive influence of work-life balance on happiness at work in nurses. This study uses a quantitative approach with the Work-life balance Scale and the SHAW Scale (The Shortened Version of HAW). The number of samples used was 143 nurses working in the DKI Jakarta, West Java, Central Java, East Java, and Banten regions aged over 21 years. With the criteria for length of service for 1 year. The sampling technique used incidental sampling. The data analysis technique was carried out by simple regression with the help of the SPSS program. The results of this study indicate that there is an influence of 27.5% while the remaining 72.5% is influenced by other variables outside the study, which means that the high work-life balance in nurses is positively correlated with the level of happiness at work in nurses, and vice versa.

Keywords : Work-life balance, Happiness at work, Nurse

INTRODUCTION

Nurses are important members of the healthcare workforce whose role is to provide direct care to patients. Nursing is also the largest profession in the healthcare sector worldwide. Increasing nurses' happiness in the work environment can contribute to improving the quality of care as well as positively impacting the overall health of society (Feitor et al., 2023). The basic goal of nursing, which considers all dimensions of humanity, is to facilitate a person's life and help them become happy (Gurdogan & Uslusoy, 2019). According to (Javanmardnejad et al., 2021), nurse happiness is important because happiness or unhappiness can affect nurses' ability to help patients.

Based on Dewi's data report (Dewi, 2020), nurses have the longest working hours compared to all health workers, with a range of 420 minutes per day, the largest ratio in task delegation is given to medical personnel (66.2%), then to the head of the hospital (62.6%), and among medical personnel (35.3%). The most delegation of tasks given by health workers are midwives and nurses; nurses have the most functional working time after doctors (73.19%). Difficulties that are also experienced by nurses can occur due to problems such as difficult

working conditions, working with shifts, irregular sleep, role conflict, lack of access to tools and devices needed while working, and excessive workload, and this can result in tension among nurses, which results in their level of happiness decreasing (Genc Kose et al., 2018). According to (Gurdogan & Uslusoy, 2019), nurses work under difficult conditions such as heavy workload, insufficient personnel, aging nursing force, policies and management systems that do not support nurses, insufficient pay, lack of resources and materials, limited career opportunities, limited educational opportunities, and poor working conditions.

Workplace happiness in nurses is very important for healthcare providers because nurses who have good physical, mental, and emotional strength can provide an increase in the quality of care provided to patients, so they can complete their duties well and are more likely to continue working in the same place. A nurse's journey to happiness focuses on caring for the needs of others, often at the expense of their own time and emotional well-being. High workloads, coupled with responsibilities outside the professional role as well as non-nursing duties, unfairness in career paths, and dissatisfaction with remuneration and welfare, exacerbate these conditions. As a result, many nurses consider leaving the profession if other, more promising career opportunities are available (Buaklee et al., 2017).

According to Schlein (Schlein, 2021), in her survey, 64 national nurses' unions contend that disputes have led nurses to leave their jobs due to pay, working conditions, violence involving patients, and intimidation. In addition, the lack of personal protection and long working hours have increased the sense of dissatisfaction, unhappiness, and concerns about workplace protection, thus reducing people's interest in pursuing a career in nursing and affecting the mental health of these nurses. Therefore, nurses who have a sense of happiness in the workplace, or this can be called happiness at work, can contribute to and maintain a good quality of service to be provided to patients.

According to Agustien and Soeling (Agustien & Soeling, 2020), happiness at work is defined as every individual naturally feeling comfortable when they are in a happy condition at work and have a tendency to be in a positive psychological condition characterized by high levels of life satisfaction, positive affect, and low negative affect. The high level of positive effects then moves a person to be able to provide positive values to their performance. Meanwhile, Januwarsono (Januwarsono, 2015) suggests happiness at work as a condition when someone loves and enjoys what is done at work positively; it is also known that happy employees will be more satisfied with their jobs than unhappy employees.

A person's happiness is influenced by how the individual feels and assesses life as a whole. Since most of the time is spent working, understanding the impact of work and the work environment on the individual's well-being is very important (Kuncoro & Wibowo, 2019). Work-life balance is described as the extent to which individuals in the workplace can meet their basic personal needs through individual experiences in the organization (Marecki, 2024). Work-life balance has shown its significance in the last few decades. Work-life balance has proven to be a major factor in increasing employee productivity, and this has a positive impact on organizational performance in general (Semlali & Hassi, 2016).

When employees have a work-life balance, they will experience a higher quality of work-life, which will ultimately increase individual job satisfaction (Aruldoss et al., 2021). In his

research, it is also stated that employees who are happy at work tend to bring a balance between work and home than those who are not and tend to keep their jobs.

According to Lestari and Margaretha (Lestari & Margaretha, 2021), work-life balance provides opportunities for workers to manage their personal and professional lives, thereby reducing work-related stress and fatigue. Therefore, maintaining employee happiness through work-life balance will allow them to perform more positive roles (Ummah, 2019) and encourage behavior within the organization (Khoiriyah et al., 2020).

Rizqi and Qamari's research (Rizqi & Qamari, 2022) shows that there is a positive relationship between work-life balance and happiness at work. Where the better the work-life balance, the more happiness at work will increase; this is shown if employees can implement a balance between personal and work matters so that at work, they can focus and feel happy. In the research of Vijayalakshmi, Nirmala, and Vanamalli (Vijayalakshmi et al., 2022), there is a significant positive relationship between work-life balance and happiness among IT employees who work from home. In line with that, research conducted by Elnanto and Suharti (Elnanto & Suharti, 2021) work-life balance has an influence contribution of 39% to employee happiness, and 61% is influenced by other variables. Where the higher the work-life balance, the higher the degree of employee happiness, which will increase when the realm of work and life is balanced.

Based on the explanation previously described, the hypothesis that can be developed in this study is that work-life balance affects happiness at work in nurses.

METHODS

This research uses a quantitative approach with a simple regression approach. Researchers want to test the effect of the independent variable work-life balance (X) with the dependent variable happiness at work (Y).

The subjects in this study were nurses with male and female characteristics. The number obtained in this study was 143 nurses, known to be 48 men and 95 women ages 21 years to 46 years old, who came from the provinces of DKI Jakarta, West Java, Central Java, East Java, and Banten. Respondents obtained based on nurse section groups consisted of emergency room nurses, emergency rooms, inpatients, polyclinics, central surgical installations, PICU, clinics, MCU, baby rooms, and dental assistants.

Validity is a measuring tool that shows the level of validity of an instrument (measuring instrument). In this study, the validity used is content validity. Content validity is the validity estimated through testing the feasibility or relevance of the measured test content in accordance with the subject's behavior through rational analysis by a competent panel or through expert judgment (Azwar, 2019).

The reliability test in this study used Cronbach's Alpha variant analysis. A construct or variable can be said to be reliable if it provides an Alpha Cronbach value> 0.60 (Mulyati et al., 2024).

The sampling technique used in this research is non-probability sampling. According to Siyoto and Sodik (Siyoto & Sodik, 2015), non-probability sampling is a sampling technique that does not provide equal opportunities or opportunities for each existing population to be selected as samples. The non-probability sampling technique used is the incidental sampling

technique. According to (Sanulita et al., 2024), incidental sampling is a sampling technique that is determined by chance where the subject who meets the researcher is found suitable as a data source can be used as a sample. The disadvantage of incidental sampling is that the sample obtained may not represent the population as a whole because the selection is only based on whoever happens to be found.

The data collection method in this study used a questionnaire or questionnaire given to respondents. In this study, work-life balance variables for nurses were measured using the Work-life balance scale created by Hayman (Hayman, 2005) based on three dimensions of work-life balance, namely (1) WIPL (work interference with personal life), (2) PLIW (personal life interference with work), and (3) WPLE (work/personal life enhancement). This work-life balance scale contains 15 statements. One example of an item for the WIPL (work interference with personal life) dimension is "My personal life suffers because of the work I do." This scale has alternative answer choices from very unsuitable to very suitable, with a score range of 1-6. Items consist of favorable and unfavorable statements.

- The happiness at work variable is measured using the SHAW Scale (The Shortened Version of HAW) compiled by Salas-Vallina and Alegre (Salas-Vallina & Alegre, 2021) based on three aspects of happiness at work, namely (1) job satisfaction, (2) organizational commitment, and (3) work engagement. This happiness at work scale contains 9 statements. One example of an item for the work engagement aspect is "I am enthusiastic about my work". This scale has alternative answer choices from very unsuitable to very suitable with a score range of 1-6. The items consist of 8 favorable items and 1 unfavorable item.

- To achieve the research, researchers used data analysis techniques, namely simple regression analysis techniques using the help of the Statistical Package for Social Science SPSS for Windows Release 22.0 program so that researchers could obtain results in accordance with the research hypothesis.

RESULTS
Reliability

Measurements that can provide reliable data results or have a high level of reliability are referred to as reliable measurements. The core idea of the concept of reliability is the extent to which the results of a measurement process can be trusted (Azwar, 2019). A construct or variable can be said to be reliable if it provides an Alpha Cronbach value> 0.60 (Mulyati et al., 2024).

Tabel 1. Reliability of Work-life balance Scale

Reliability Statistics	
Cronbach's Alpha	N of Items
.889	15

In table 1 above, the reliability test of the Work-life balance scale consisting of 15 items, obtained a Cronbach's Alpha number of 0.889 (p>0.600) which means reliable.

Tabel 2. Reliabilitas Skala SHAW (Versi Singkat dari HAW)

Reliability Statistics	
Cronbach's Alpha	N of Items
.722	9

In table 2 above, the reliability test of the SHAW Scale (The Shortened Version of HAW) which consists of 9 items, obtained a Cronbach's Alpha number of 0.722 (p>0.600) which means reliable.

Normality Test

Tabel 3. Normality Test Results

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Work-life balance	.195	143	.000	.910	143	.000
Happiness at work	.154	143	.000	.912	143	.000
a. Lilliefors Significance Correction						

Based on table 3 above, the results show that the work-life balance data obtained a result of 0.000 (p≥ 0.01), this indicates that the data obtained by work-life balance is not normally distributed. Then, the Happiness at work data obtained a result of 0.001 (p≥ 0.01), this indicates that the data obtained by happiness at work is not normally distributed.

Linearity Tes

Tabel 4. Linearity Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	983.207	1	983.207	53.599	.000[b]
	Residual	2586.458	141	18.344		
	Total	3569.664	142			
a. Dependent Variable: *Happiness at work*						
b. Predictors: (Constant), *Work-life balance*						

Based on table 4 above, the results show that the data on work-life balance, and happiness at work obtained a highly significant result of 0.001 (p ≤0.01), these data indicate that work-life balance, and happiness at work are linear.

Simple Regression Hypothesis Testing

Tabel 5. Simple Regression Hypothesis Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.525[a]	.275	.270	4.283
a. Predictors: (Constant), *Work-life balance*				

Based on table 5 above, the results of the regression test on the work-life balance variable affecting happiness at work obtained significant results of 0.000 (p ≤0.05), and there was an effect of 27.5% while the remaining 72.5% was influenced by other variables outside the study, so the hypothesis is accepted that there is an influence between work-life balance on happiness at work in nurses.

Tabel 6. Simple Linear Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	24.810	2.335		10.623	.000
Work-life balance	.248	.034	.525	7.321	.000
a. Dependent Variabel: *Happiness at Work*					

Based on the results of simple linear regression analysis in Table 6, the constant value (intercept) is 24.810, which means that if work-life balance is zero, then the value of happiness at work is predicted to be 24.810. The regression coefficient for the work-life balance variable of 0.248 indicates that each one unit increase in work-life balance will increase happiness at work by 0.248. The t-value of 7.321 with a significance (p-value) of 0.000 indicates that the effect is statistically significant ($p < 0.05$). This means that there is a positive and significant relationship between work-life balance and happiness at work.

In addition, the beta value of 0.525 indicates that work-life balance contributes 52.5% influence on happiness at work in this study. Thus, it can be concluded that the better the individual's work-life balance, the higher the level of happiness at work.

DISCUSSION

This study aims to examine whether there is an influence of work-life balance on happiness at work in nurses. Based on the results of the research that has been conducted, the results show that this research hypothesis is accepted that work-life balance has a significant influence on happiness at work, with an R square value of 0.275 and a significant value of 0.000 (≤ 0.05). This proves that there is a positive influence between work-life balance and happiness at work in nurses, which means that the higher the individual's work-life balance, the higher the individual's happiness at work in nurses. Conversely, the lower the individual's work-life balance, the lower the individual's happiness at work in nurses. This is in line with Rizqi and Qamari's research (Rizqi & Qamari, 2022), that the correlation between work-life balance and happiness at work is positive. This means that the higher the work-life balance in individuals, the more individual happiness at work will increase. The research of Vijayalakshmi, Nirmala, and Vanamalli (Vijayalakshmi et al., 2022) also agree that work-life balance has an influence on happiness at work by 79.8%.

This finding is also in line with research conducted by Bataineh (2019), which states that work-life balance and happiness at work both have a positive and significant influence on employee performance, which shows that individuals who have a good work-life balance tend to have higher levels of engagement and job satisfaction, which in turn encourages better performance. This research also supports the view that work-life balance not only improves psychological well-being but also creates a sense of satisfaction and meaning at work, which is an important part of happiness at work. Thus, the results of this study strengthen previous findings and show consistency with previous research, but also strengthen the theoretical foundation regarding the importance of work-life balance in shaping a pleasant and meaningful work experience.

Based on the calculation of the empirical mean of happiness at work, which is 41.71 with a hypothetical mean value of 27. This shows that the empirical mean is much greater than the hypothetical mean value, which explains that the happiness at work of respondents in this study is in the high category. Happiness can significantly affect the behavior and actions expected of employees. Therefore, the happiness that individuals have must be closely monitored because it can provide the results, and related expectations desired by the organization can be realized (San, 2015). Talukder, Vickers, and Khan (Talukder et al., 2018) found that happy employees are more successful in maintaining work-life balance.

The empirical mean value of work-life balance is 68.24, with a hypothetical mean value of 45. This shows that the empirical mean is much greater than the hypothetical mean value, which explains that the work-life balance of respondents in this study is in the high category. Life balance can be happiness, especially for an employee who needs to apply work-life balance and think positively in order to create happiness at work (Rizqi & Qamari, 2022). Ummah (Ummah, 2019) also argues that maintaining employee happiness through work-life balance will allow them to perform more positive roles. On the contrary, Employees who have difficulty balancing their personal and professional lives tend to be less happy at work.

CONCLUSION

Based on the results of the research and discussion that has been stated, the respondents who participated in this study totaled 143. Furthermore, it can be concluded that there is a significant positive influence of 27.5% between work-life balance and happiness at work in nurses. The higher the individual's work-life balance, the higher the individual's happiness at work as a nurse. Conversely, the lower the individual's work-life balance, the lower the individual's happiness at work in nurses. The empirical mean of happiness at work is 41.71, which is between $34.5 < x < 42$. This shows that happiness at work in this study is in the high category, and the empirical mean of work-life balance is 68.24, which is between $57.5 < x < 70$. This shows that work-life balance in this study is in the High category.

SUGGESTION

Based on the research results and limitations that have been identified, there are several things that can be suggested for further research. This study found a positive and significant influence between work-life balance and happiness at work in nurses. However, due to

limitations in research design and implementation, the room for future study development is still very open.

Given that this study used incidental sampling techniques and the distribution of questionnaires was carried out online through social media, the generalizability of the results is limited. Therefore, future researchers are encouraged to use a more systematic and representative sampling method, as well as expand the number and variety of respondents, for example, by involving nurses from various health institutions, including government, private, and clinic hospitals. In addition, future research needs to pay attention to the social and cultural context that surrounds the lives of nurses. Cultural values, social systems, and economic conditions of each individual can influence the way nurses interpret and manage work-life balance and happiness at work. By considering these factors, research results can become more relevant and applicable in various healthcare contexts.

LIMITATIONS

In this study, the researcher was unable to meet all respondents in person due to time and access constraints. Therefore, the questionnaire was distributed online through social media platforms, particularly Instagram, using Google Forms. Although this method facilitates the distribution of questionnaires, there are limitations in terms of response validity, as researchers cannot ensure the level of seriousness of respondents in answering questions due to the absence of face-to-face interaction.

In addition, the use of incidental sampling techniques has the potential to produce samples that are not fully representative of the population as a whole because the selection is only based on individuals who are coincidentally encountered and willing to fill out the questionnaire. This condition may affect the level of generalization of the research findings. Therefore, the results obtained need to be interpreted with caution, considering that the respondents involved tend to be limited to individuals who are active on social media and are willing to provide responses voluntarily.

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