



## The influence of work stress, work motivation, and time management on work life balance in students who study while working

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### ARTICLE INFO

#### Article history:

Received Jan 06, 2024  
Revised Jan 12, 2024  
Accepted Jan 18, 2024

#### Keywords:

work stress,  
work motivation,  
work management,  
work life balance.

### ABSTRACT

Studying while working creates its own challenges for each individual, such as the process of studying and working which takes up time and energy. The aim of this research is to determine the influence of work stress, work motivation, and time management on work life balance. The data used is primary and secondary data which will be obtained from distributing questionnaires. The number of samples used in this research was 85 respondents. The data collection technique used was in the form of a questionnaire. The analysis technique uses multiple linear regression. The results of this research are that work stress, work motivation, and time management simultaneously have a significant effect on work life balance. Work stress partially has a negative and significant effect on work life balance. Work motivation partially has a positive and significant effect on work life balance. Time management partially has a positive and significant effect on work life balance.

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## 1. INTRODUCTION

The phenomenon of studying while working is not something new in Indonesia, it can be seen from the many state and private universities that open special classes such as providing evening class time or Saturday or Sunday classes only. (Ferdiawan, Raharjo, & Rachim, 2020). Bali, especially Denpasar City, is a city center that has many companies or organizations that provide employment opportunities. This research was conducted in Denpasar because this area is the center of business activities and is the center of high income and growth in Bali Province. The availability of job opportunities is a facility for students to find sources of income and gain work experience that can be used after graduating (Mujiburrahmad, Hamid, & Nufus, 2021). Current students are included in the millennial generation category. The millennial generation is the youngest generation in the current work environment. (Triwijayanti & Astiti, 2019) stated that in the world of work, the millennial generation is more interested in self-development and achieving work-life balance rather than looking for extrinsic rewards such as gaining a good reputation or improving the economy. Researchers also see that there are various factors

in students' lives that can influence when working while studying at university, namely the ability to manage time between work and study.

In this era of globalization and increasingly fierce competition, many students decide to work part-time or full-time during their studies.(Komalasari, Karyadi, & Wijayanti, 2021). This is done to seek additional income or experience, develop skills and pay for college costs. Students who study while working are under double pressure because they have to complete their demanding academic assignments while fulfilling their work responsibilities. Part-time jobs carried out by students include being employees in coffee shops, being admins, fast food employees and those working in social media marketing.(Astuti & Nurwidawati, 2023).

The results of initial interviews that the author conducted with 2 students studying while working in Denpasar City who work at Play' N Learn show that the reasons why these students study while working. Among them is to increase experience(Rachmawati, 2022), to pay for college so that you can live independently without being dependent on your parents. There are problems that occur when students study while working, related to the balance of time felt by working students. In the interview with the student above, it was explained that there were obstacles when carrying out work and in their responsibilities as a student. The student explained that there are problems that are often felt, such as when a final year student is writing a thesis and while working, the student experiences work stress which causes him to be unable to concentrate on the tasks he has to do. In the interview above, students also explained how difficult it was to divide their time between work and carrying out their obligations as students. Time management is very necessary so that there is a balance between work and obligations as a student.

Based on the interview data described above, it can be seen that students want to live their college life well. Students who study while working in Denpasar City have a strong motivation to increase their experience and become financially independent. But they also face serious challenges related to work stress and time management.

Factors such as college assignment deadlines, work demands, and very high study loads can cause excessive stress in students.(Bakri, 2021). When tasks in each place do not achieve good results due to poor time management. The workload at work and at college, which are equally important, makes students physically and psychologically tired. Job stress according to(Yoevita & Widjajanti, 2022)is a form of a person's response, both physical and mental, to a change in their environment that they feel is disturbing and causes them to be threatened. As a result of work stress, a person becomes nervous, feels chronic anxiety, increases emotional tension. Companies must be able to pay attention to the work-life balance of each employee so as not to cause conflict, in order to create employee job satisfaction(Pritama, 2019).

In this case, the role of personal management and company management is very important to support the realization of work life balance. The role of individuals in implementing this work life balance includes, among other things, the ability to manage stress, relaxation and most importantly time management. At the same time, the company's role in supporting work life balance can be demonstrated by involving employees in enjoyable activities such as motivating employees to feel more relaxed, and organizing outdoor activities so that employees can feel calm and can gather their energy again to Work. Motivation which comes from another word *mevere* means encouragement or giving motivation that can create enthusiasm for someone's work so they want to work effectively to achieve satisfaction.(USWANTI & Satibi, 2021). Based on research conducted by Wijaya (2020) which states that work life balance influences worker motivation by 0.188 and the significance is 0.001, thus motivation and work life balance balance each other where motivation is one of the most basic foundations within workers to create an attitude and a more positive mentality so that this will influence the balance of a worker's life and can create a good perception.

There is not only motivation in implementing work life balance, but time management is also needed. Time management according (Pratiwi, 2021) is about planning time so that you can make the best use of the time you have. Time is a precious resource, it cannot be replaced and cannot be changed. Where time is a resource that must be managed so that the tasks given can be carried out effectively and efficiently. Pratiwi (2021) states that there is a significant relationship between time management and work life balance, time management is the most important key in achieving a balance point (Tanjung et al., 2021).

Based on phenomena that occur in the world of work in general, many new problems arise due to a person's inability to implement work life balance in their life, of course there are many factors that make this happen. Studying while working has many impacts on students, both positive and negative (Permatasari, Istan, & Khudhori, 2021). The positive impact obtained by students who study while working is gaining experience outside campus, having work experience, gaining skills and knowledge about the world of work and being able to gain a sense of responsibility at work. Apart from that, the negative impact of students who study while working is that it is difficult to divide their time between studying and working, it can make students quickly experience fatigue because doing activities is quite draining on students' energy and minds and can cause students to experience stress. Therefore, time management is very necessary for students who study while working to be able to manage their time as workers and also fulfill their obligations as a student (MARAFANIZA & Pangestuti, 2023).

Given the above problems, the author is interested in conducting research entitled "The Influence of Work Stress, Work Motivation, and Time Management on Work Life Balance in Students Who Study While Working (Study of Students in Denpasar City)". The main problem in this research is the impact of students on the balance between work life and personal life (work life balance) for students who carry out activities with dual roles, namely studying while working.

Work stress, (Wijaya, 2020) revealed that work stress is a situation where an employee experiences pressure in doing work. Work stress can be seen from a person's appearance, including unstable emotions, feelings of anxiety, panic, restlessness. Work stress can have a negative impact on a person's physical and mental well-being (Maserati, 2020). Work stress also means a condition in which an individual is faced with an obstacle which in his perception cannot be resolved. Stress is a situation where the workload on employees in a company continues to increase and demands greater energy and thoughts from employees than before (Siringo-ringo Dola Sagita, 2023).

Work motivation is necessary for employees, and highly motivated employees must have the desire to complete the work they are given. Motivation is an action or willingness to create a person's work enthusiasm so that they can work together to develop work ideas to achieve a desired goal (Prasetya & Alkadri Kusalendra Siharis, 2023). According to (Kristian & Simanjuntak, 2019) Motivation is the delivery of exercises that arouse a person's enthusiasm to work well and at the same time strive with a straight attitude.

Time management is the skill a person has in planning a schedule, completing tasks and utilizing time effectively and efficiently. According to (Marisa & Atika, 2022) Managing time is the process of planning ahead and carrying out a large number of specific tasks, especially to increase productivity, efficiency and effectiveness. (Wicaksana & Rachman, 2018) says that time management is the process of planning, organizing, controlling time by making the best use of time using one's own abilities so as to get results that meet expectations.

*Work life balance* It can be interpreted as a situation where a person can manage or adjust his time well between work and family life, as well as his personal interests (Adriati & Damayanti, 2023). Work Life Balance is the extent to which a person is involved and equally satisfied with time and psychological involvement in personal

roles and work life, and does not experience conflict between the two roles. (Nurhabiba, 2020). It can be said that someone who pays attention to balancing work life and personal life is an individual who prioritizes psychological well-being over the pursuit of wealth alone (Nafriana, 2021).

While the phenomenon of studying while working has become common in Indonesia, especially in areas with many employment opportunities such as Denpasar, not much research has specifically focused on the influence of work stress, work motivation, and time management on students' work-life balance in this city. Some research may not have specifically examined the experiences of students working and studying in Denpasar City, which is described as the center of business activity and high economic growth in Bali Province. This research aims to analyze in more detail the impact of work stress, work motivation, and time management on the work-life balance of university students working and studying in Denpasar City.

## 2. RESEARCH METHOD

This research chose a location in Denpasar City. The population in this research is students in Denpasar City who are studying while working, the number of which is unknown. Since the population size is unknown, the sample was taken based on the number of indicators  $\times$  5-10 (Hair, 2017). Because the number of indicators in this research is 17, the sample size is:  $17 \times 5 = 85$ . The data types are divided into two, namely: In this research, the quantitative data referred to is the total score of respondents' answers to students who study while working in Denpasar City. This research uses personal documentation and data from interviews with several students. Based on the source, data is divided into 2, namely primary data and secondary data. This data was obtained through surveys, interviews, direct observation, and direct collection from research subjects. This secondary data is obtained from various sources such as publications, databases, government reports, previous research or generally available sources. Data analysis is one of the research activities in the form of the process of compiling and managing data in order to interpret the data that has been obtained. According to Sugiyono (2019), data analysis is an activity after data from all respondents or other data sources has been collected or hopes to manage or process the research data that has been collected. so that information is obtained to answer existing problems.

## 3. RESULTS AND DISCUSSIONS

The results of the validity test show that each variable in this research is valid and can be used to test the research hypothesis, because the value on each instrument has a value above 0.30.

The reliability test results show that because the calculated Cronbach's alpha value for each instrument is greater than 0.70, it can be used to conduct research or test research hypotheses.

The descriptive data results for each variable according to SPSS for Windows calculations can be seen in table 1 below.

Table 1. Descriptive Statistical Test Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Stress Kerja	85	8.00	25.00	22.9294	2.19734
Motivasi Kerja	85	10.00	25.00	22.3647	2.40954
Manajemen Waktu	85	12.00	20.00	18.1294	1.73059
<i>Work Life Balance</i>	85	7.00	15.00	13.5647	1.45935
Valid N (listwise)	85				

Source: Processed data (2023)

Based on the results of descriptive statistical tests in table 1, it is known that the number of valid data to be processed in research (N) is 85 samples. Furthermore, the results of descriptive statistical tests can be explained as follows: The Job Stress variable has a minimum value of 8.00 and a maximum value of 25.00 with an average value of 22.9294 and a standard deviation of 2.19734. The Work Motivation variable has a minimum value of 10.00 and a maximum value of 25.00 with an average value of 22.3647 and a standard deviation of 2.40954. The Time Management variable has a minimum value of 12.00 and a maximum value of 20.00 with an average value of 18.1294 and a standard deviation of 1.73059. The Work Life Balance variable has a minimum value of 7.00 and a maximum value of 15.00 with an average value of 13.5647 and a standard deviation of 1.45935.

This analysis is to determine the direction of the relationship between the independent variable and the dependent variable, whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable increases or decreases. The following is a summary of the results of multiple linear regression:

Table 2. Multiple Linear Regression Test Results

		Coefficients <sup>a</sup>			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	3.028	1.368		4.213
	Stress Kerja	-.069	.067	-.104	-1.034
	Motivasi Kerja	.257	.062	.095	2.021
	Manajemen Waktu	.598	.088	.709	6.784

a. Dependent Variable: Work Life Balance

Source: Processed data (2023)

Based on Table 2, a multiple linear regression equation is obtained as follows: The constant coefficient is 3.028, which means that if the work stress, work motivation and time management variables are at zero (0), then the work life balance is constant, namely 3.028. The work stress coefficient value is -0.069, meaning that if the work stress variable is less than 1 unit, the work life balance is -0.069. This means that every time work stress decreases, work life balance will decrease.

The work motivation coefficient value is 0.257, meaning that if the work motivation variable is more than 1 unit, the work life balance is 0.257. This means that with every increase in work motivation, work life balance will increase.

The time management coefficient value is 0.598, meaning that if the time management variable is more than 1 unit, the work life balance is 0.598. This means that with every improvement in time management, work life balance will increase.

Table 3. Determination Coefficient Test Results

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712 <sup>a</sup>	.607	.589	1.04306

a. Predictors: (Constant), Manajemen Waktu, Stress Kerja, Motivasi Kerja  
b. Dependent Variable: Work Life Balance

Source: Processed data (2023)

Based on Table 3, it shows that the adjusted value (R<sup>2</sup>) is 0.589, this means that 58.9% of the variation in the work life balance variable can be explained by variations in the three variables of work stress, work motivation and time management, while the remainder is (100% -58.9 %) = 41.1% explained by other causes outside the research model.

### 3.1 Discussion

#### a. The Influence of Work Stress, Work Motivation, and Time Management on Work Life Balance

Testing the significance of work stress (X1), work motivation (X2), and time management (X3) on work life balance (Y) was carried out simultaneously using the f test, namely by comparing the significance of f with  $\alpha$  (0.05). Based on table 4.16, the calculated f coefficient value is 27,809 and the significance value is  $0.00 < \alpha$  (0.05), meaning that H<sub>0</sub> is rejected so that H<sub>1</sub> can be accepted, so that work stress, work motivation and time management have a significant effect on work life balance. This means that the better and worse work stress, work motivation, and time management will affect the work life balance of students who study while working. This was said by (Sholikha, 2022) stating that work stress, work motivation, and time management influence significant impact on work life balance.

#### b. The Effect of Job Stress on Work Life Balance

Testing the significance of work stress (X1) on work life balance (Y) was partially carried out using the t test, namely by comparing the significance of t with  $\alpha$  (0.05). Based on table 4.17, the calculated t coefficient value is -1.034, the regression coefficient value is -0.069 and the significance value is  $0.044 < \alpha$  (0.05), meaning that H<sub>0</sub> is rejected so that H<sub>2</sub> can be accepted, so that work stress has a negative and significant effect on work life balance. This means that the greater the level of work stress, the lower the work life balance for students who study while working. This was said by (Santoso, 2022) stating that work stress has a negative and significant effect on work life balance. In the same opinion (Bahar, 2021) states that work stress has a negative and significant effect on work life balance.

#### c. The Influence of Work Motivation on Work Life Balance

Testing the significance of work motivation (X2) on work life balance (Y) was partially carried out using the t test, namely by comparing the significance of t with  $\alpha$  (0.05). Based on table 4.17, the calculated t coefficient value is 2.021, the regression coefficient value is 0.257 and the significance value is  $0.043 < \alpha$  (0.05), meaning that H<sub>0</sub> is rejected so that H<sub>3</sub> can be accepted, so that work motivation has a positive and significant effect on work life balance. This means that the higher the work motivation provided by the company, the greater the work-life balance for students who study while working. This was said by (Wijaya, 2020) stating that work motivation has a positive and

significant effect on work life balance. Agree (Vistanabilla, 2022) stating that work motivation has a positive and significant effect on work life balance.

#### d. The Influence of Time Management on Work Life Balance

Testing the significance of time management (X3) on work life balance (Y) was partially carried out using the t test, namely by comparing the significance of t with  $\alpha$  (0.05). Based on table 4.17, the calculated t coefficient value is 6,784, the regression coefficient value is 0.598 and the significance value is  $0.00 < \alpha$  (0.05), meaning that H0 is rejected so that H4 can be accepted, so that time management has a positive and significant effect on work life balance. This means that the better time management, the greater the work-life balance for students who study while working. This was said by (Nurwahyuni, 2019) stating that time management has a positive and significant effect on work life balance. Agree (Mea, 2020) stating that time management has a positive and significant effect on work life balance.

#### 4. CONCLUSION

Work stress, work motivation, and time management have a significant effect on work life balance. This means that the better and worse work stress, work motivation, and time management will affect the work life balance of students who study while working. Work stress has a negative and significant effect on work life balance. This means that the greater the level of work stress, the lower the work-life balance of students who study while working. Work motivation has a positive and significant effect on work life balance. This means that the higher the work motivation provided by the company, the greater the work-life balance for students who study while working. Time management has a positive and significant effect on work life balance. This means that the better the implementation of time management, the better the work-life balance for students who study while working.

Suggestions to future researchers could be to modify the research model by adding or developing indicators or other variables, and allowing it to be used in other institutions. This is based on the fact that the factors that influence work life balance are quite numerous and differ from one institution to another.

The research contributes by identifying and measuring the influence of three main factors, namely work stress, work motivation, and time management, on the work-life balance of university students who work and study and lies in verifying hypotheses regarding the impact of each factor on work-life balance. The results show that work stress has a negative effect, while work motivation and time management have a positive effect on college students' work-life balance.

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