

The Effect of Work-Life Balance, Work Motivation, and Work Environment on Employee Performance in Medan Petisah

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Finding out how factors like work-life balance, intrinsic motivation, and the physical workplace affect productivity in Medan Petisah is the primary goal of this research. Research of this kind relies on quantitative methods. Roughly ninety-seven people participated in the study. Multiple linear regression analysis was the technique utilized to analyze the data. According to the t-test results, work-life balance significantly impacts workforce performance ($t = 4.959 > t_{table} = 1.985$, $p < 0.05$), work motivation significantly impacts workforce performance ($t = 5.461 > t_{table} = 1.985$, $p < 0.05$), and the work environment significantly impacts workforce performance ($t = 6.418 > t_{table} = 1.985$, $p < 0.05$). The findings of the F hypothesis test indicate that work motivation, work life balance, and work environment all impact workforce performance. This is supported by a significance value of $0.000 < 0.05$ and a F count value of $61.542 > F_{table} 2.703$. Coefficient of determination analysis shows that work-life balance, motivation, and work environment all have an impact on workforce performance (with an adjusted R-squared value of 0.654), accounting for 65.4% of the total. Other variables not included in this study accounted for 34.6% of the total influence.

Keywords: Work Life Balance, Work Motivation, Work Environment, Workforce Performance

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1. Introduction

In today's international economy, firms, especially those in the service and retail industries, have to deal with a lot of competition (Andini et al., 2025). To be competitive, businesses of all sizes, from tiny ones to big ones, need to improve their human resources (Ayuni et al., 2024). The main goal of human resource management (HRM) is to make sure that a firm is successful in the long run by making and carrying out plans that help employees attain their maximum potential (Herfianti et al., 2025). Recruiting, training, managing performance, and getting employees involved are all important parts of good HRM that help improve employee performance and help the company flourish (Hardiansyah et al., 2025). Businesses may make a productive work environment that encourages new ideas and constant progress by investing in their employees (Harinto, 2024). As the market changes, HRM must change with it to meet new challenges. This means making sure that employees have the skills and motivation they need to help the company do well in a competitive market (Fadli, 2024).

Medan Petisah is one of the business areas in Medan City where workers are in charge. The success of businesses in this field depends a lot on how productive their workers are. When judging an employee's performance, both the amount and quality of work they do while doing their job are taken into account. Businesses can meet client needs and stay competitive in the market when they are productive. To keep and improve employee performance, it is important to manage their performance well by creating clear

goals, giving regular feedback, and giving them chances to learn new skills. In the fast-paced business world of Medan Petisah, it's crucial for organizations to have a motivated and skilled team because their work directly affects the success and profitability of the business. In this very competitive field, companies need to put initiatives that boost productivity at the top of their list of things to do. Productivity is a significant factor in growth and long-term success (Susanto, 2025).

But the researcher did a pre-survey with a few workers in Medan Petisah, and the employees said that their performance is usually not very good. This is clear from the fact that quality requirements are often not met because of a lack of accuracy, the amount of work that needs to be done each day is not met, and tasks given to employees by business owners are not finished on time. These problems show that there is a difference between what was intended and what actually happened, which might hurt how a firm runs. When employees don't do their best, it hurts the company's capacity to provide good service and satisfy consumer expectations as well as productivity. To solve these problems, we need to take a broad approach that includes boosting employee enthusiasm, making job requirements clearer, and putting in place methods for monitoring performance (Harefa et al., 2026). Businesses also need to give their workers training and tools to assist them improve their abilities and work faster. This will lead to greater performance and help the business as a whole (Sri Andini et al., 2025).

There are several reasons for these performance problems, but one of the most important is Work-Life Balance (WLB). A lot of people who work in Medan Petisah have trouble managing their time since they have a lot of stuff to do. The researcher identified substantial challenges associated with work-life disruption, when individuals experience exhaustion from their professional responsibilities, resulting in the disregard of personal and familial obligations. Also, people have gotten burned out since they have trouble balancing their time and aren't very engaged at work. This situation supports the theory put forth by (Hendry et al., 2025), which posits that an imbalance between professional and personal responsibilities results in diminished job productivity. When employees have too much to do at work, their efficiency and job satisfaction go down, which affects their overall performance (Xiao et al., 2023). To fix this, companies need to come up with plans that encourage a healthier (Syaifuddin et al., 2024).

In addition to work-life balance, work motivation also plays a key role in performance fluctuations. According to (Sari et al., 2024), a person's work motivation level determines how enthusiastic they are about their job and how hard they are willing to work to achieve their goals. Based on preliminary studies conducted on several business owners in Medan Petisah, three major signs indicate low work motivation. First, Physical Needs, where employees feel that the compensation or support facilities provided do not fully meet their basic needs amidst the high cost of living in the urban area of Medan Petisah. Second, Recognition Needs, marked by a lack of appreciation or praise from business owners for employees' achievements, making them feel their contributions are undervalued. Third, Self-Actualization, where limited opportunities for self-development or career advancement in the worker sector leave employees with little motivation to give their best for the progress of the business. The researcher suspects that the weakness in these three motivational aspects has led to a decline in employees' work enthusiasm, causing them to merely fulfill their obligations without drives (Sofiyani et al., 2026).

Working conditions are another element that exacerbates this issue. When workers feel safe and comfortable in their workplace, they tend to give their best in their work. Based on observations, physical facility issues were found, such as a lack of restrooms available for employees. Excessively hot temperatures were also a problem, potentially causing dehydration and fatigue among workers. Furthermore, an environment lacking tranquility may cause employees to lose concentration at work (A. Susanto et al., 2025). A less supportive working environment, according to (P. Susanto et al., 2022), directly results in employees being unable to achieve optimal, healthy, and comfortable work outcomes (Msuya & Kumar,

2022). Based on the data and information obtained from the pre-survey and observations, the researcher is interested in conducting research titled "The Impact of Work-Life Balance, Work Motivation, and Work Environment on Employee Performance in Medan Petisah."

2. Method

The research strategy used in this study is an exploratory strategy. States that the purpose of exploratory research is to provide an explanation about the position and correlation of the variables being studied. A quantitative method is used in this research. Quantitative methods as a positivistic research approach that emphasizes the study of populations or discrete samples through the collection and statistical analysis of numerical data. The researchers in this study employed a descriptive quantitative approach. Numerical data is used systematically and accurately to characterize the characteristics of a research scenario or object in descriptive quantitative research, which aims to explain contemporary events. This research is an example of associative research. Associative research aims to determine the influence or relationship between two or more factors. The researchers draw conclusions about a community based on the general area of items or people with certain attributes and characteristics. This strategy relies on what is known as "convenience sampling," which is defined as the random selection of individuals who, according to the researchers, will provide useful information for their research. Furthermore, the sample for this study consisted of 97 respondents based on the calculation results.

3. Results and Discussion

Descriptive Statistics

Table 1. Descriptive Statistics

Variable	N	Min	Max	Mean	Std. Deviation	Variance
Work Life Balance	97	11	40	33.53	6.694	20.16
Work Motivation	97	9	40	32.31	6.049	18.302
Work Environment	97	13	40	32.58	6.598	30.007
Performance	97	19	40	32.98	4.743	26.356

In the table above, four statistical variables from the research sample data of the workforce in Medan Petisah are presented. The following is a description of the statistical data for the variables of work-life balance, work motivation, work environment, and workforce performance: The scores for work-life balance range from 11 to 40, based on 97 samples. The mean is 33.53, with a standard deviation of 6.694. The work motivation data show a score range from 9 to 40 across the 97 collected samples, with a mean of 32.31 and a standard deviation of 6.049. The work environment variable ranges from a minimum score of 13 to a maximum of 40 from the 97 samples, with a mean of 32.58 and a standard deviation of 6.598. Meanwhile, the workforce performance data show a score range of 13 to 40 from the 97 samples, with a mean of 32.98 and a standard deviation of 4.743.

Validity Test

Table 2. Validity Test

Variable	Statement.	R-Value	r-tabel	Description
Work Life Balance (X1)	X1.1	0,880	0,361	Valid
	X1.2	0,883	0,361	Valid
	X1.3	0,679	0,361	Valid
	X1.4	0,651	0,361	Valid
	X1.5	0,805	0,361	Valid

Variable	Statement.	R-Value	r-tabel	Description
	X1.6	0,738	0,361	Valid
	X1.7	0,890	0,361	Valid
	X1.8	0,673	0,361	Valid
Work Motivation (X2)	X2.1	0,874	0,361	Valid
	X2.2	0,757	0,361	Valid
	X2.3	0,875	0,361	Valid
	X2.4	0,878	0,361	Valid
	X2.5	0,679	0,361	Valid
	X2.6	0,673	0,361	Valid
	X2.7	0,870	0,361	Valid
	X2.8	0,767	0,361	Valid
Work Environment. (X3)	X3.1	0,876	0,361	Valid
	X3.2	0,877	0,361	Valid
	X3.3	0,657	0,361	Valid
	X3.4	0,654	0,361	Valid
	X3.5	0,786	0,361	Valid
	X3.6	0,667	0,361	Valid
	X3.7	0,785	0,361	Valid
	X3.8	0,890	0,361	Valid
Performance (Y)	Y1	0,778	0,361	Valid
	Y2	0,668	0,361	Valid
	Y3	0,789	0,361	Valid
	Y4	0,889	0,361	Valid
	Y5	0,689	0,361	Valid
	Y6	0,777	0,361	Valid
	Y7	0,765	0,361	Valid
	Y8	0,763	0,361	Valid

The results of the validity test indicate that all questionnaire items have correlation coefficients higher than the r-table value (0.361), with significance levels below 0.05. This finding suggests that the instrument used in this study is valid and capable of accurately measuring the intended variables. In other words, all questionnaire items are proven to have adequate validity and can reliably represent the constructs being examined. Furthermore, to ensure the consistency of the measurement results, a reliability analysis was conducted using Cronbach's Alpha. The high reliability results indicate that the research instrument produces consistent and dependable data when applied at different times or across different samples. A strong reliability test confirms that the findings of this study are stable and can be used to draw valid and trustworthy conclusions.

Reliability Test

Table 3. Reliability Test.

Variabel	Cronbach's Alpha	N of Items	Keterangan
Work Life Balance	0,879	8	Reliabel
Work Motivation	0,889	8	Reliabel
Work Environment.	0,980	8	Reliabel
Performance	0,878	8	Reliabel

A Cronbach's Alpha value greater than 0.60 indicates that the variables in this study have good internal consistency. Based on the table above, the results of the reliability test show that all research variables, both dependent and independent, have Cronbach's Alpha values exceeding 0.60. This confirms that the questionnaire used in this study is reliable and can be trusted to measure the intended constructs, ensuring stable and consistent measurement results.

Classical Assumption Test Results

Normality Test Results

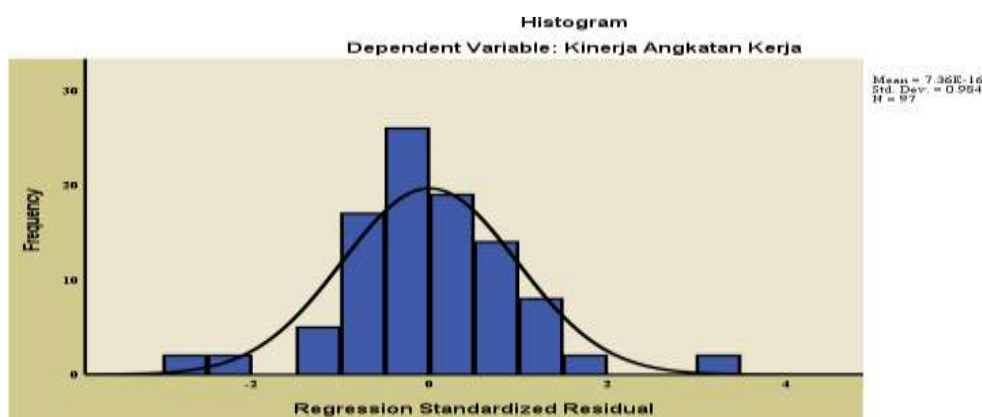


Figure 1. Results of Data Normality Test

An example of actual data presented in a histogram with a perfectly normal distribution is shown above. The results indicate that the data follow a normal distribution. This demonstrates that the assumption of normality is satisfied.

Multicollinearity Test

Table 4. Multicollinearity Test

Model	Tolerance	VIF
(Constant)		
Work Life Balance	0.912	1.097
Work Motivation	0.813	1.229
Work Environment.	0.748	1.336

Based on the information presented, the tolerance values for the variables work-life balance, work motivation, and work environment are 0.912, 0.813, and 0.748, respectively. All of these values are above 0.10. Meanwhile, each variable has a Variance Inflation Factor (VIF) value below 10, namely work-life balance (X1) = 1.097, work motivation (X2) = 1.229, and work environment (X3) = 1.336. Therefore, it can be concluded that there is no multicollinearity according to these findings. In general, if the VIF value is less than 10, multicollinearity is not detected in the multicollinearity test. Conversely, multicollinearity is indicated when the VIF value exceeds 10.

Heteroscedasticity Test

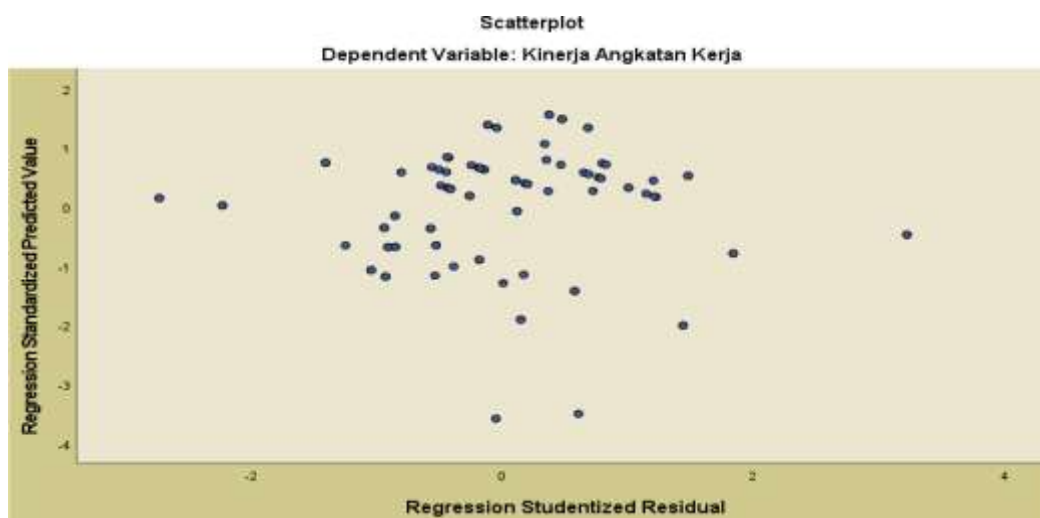


Figure 2. Scatterplot of Heteroscedasticity Test

The scatterplot above shows that the data points of the dependent variable, product sales, are randomly distributed, indicating the results of the heteroscedasticity test. The points are spread evenly both above and below the zero line. Therefore, it can be concluded that there is no heteroscedasticity in the model, or in other words, the data are evenly distributed.

Multiple Linear Regression Test

Tabel 5. Multiple Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Constant)	5.941	2.083		
1Work Life Balance	0.221	0.045	0.312	4.959	0.000
Work Motivation	0.285	0.052	0.363	5.461	0.000
Work Environment.	0.320	0.050	0.445	6.418	0.000

a. Dependent Variable: Performance

The results above present information from the multiple linear regression analysis. The regression equation is as follows: $Y = 5.941 + 0.221 X_1 + 0.285 X_2 + 0.320 X_3$

1. The level of workforce performance is 5.941 when the variables of work-life balance, work motivation, and work environment are set to 0. This is indicated by the constant value of 5.941 in the table above.
2. Second, as shown in the table, there is an effect size of 0.221 units for changes in the work-life balance variable on workforce performance. This means that this variable has a significant influence on workforce performance.
3. Changes in the work motivation variable have an impact of 0.285 units on workforce performance, as indicated by the data above. This suggests that this variable has a considerable effect on workforce performance.
4. Based on the data presented, it can be concluded that changes in the work environment variable affect workforce performance by 0.320 units. This indicates that this variable is significantly related to workforce performance.

Coefficient of Determination Test

Table 8. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.815	0.665	0.654	2.789

The results of the coefficient of determination test shown in the table above indicate a value of 0.654. This means that work-life balance, motivation, and work environment collectively contribute 65.4% to production. Meanwhile, the remaining 34.6% is influenced by external variables not examined in this study, such as education level, economic growth, wages, and other factors.

F Test

Table 9. F Test

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	1436.411	3	478.804	61.542	.000
1 Residual	723.548	93	7.780		
Total	2159.959	96			

Dependent Variable: Performance
 Predictors: (Constant), *Work Life Balance*, Work Motivation, Work Environment

The results of the simultaneous F-test are shown in the data above. In this case, the calculated F-value (Fcount) is 61.542, which is greater than the F-table value of 2.703. This result indicates that the study supports H4. Furthermore, the findings show that all independent variables have a significant effect on employee performance.

t-test

Table 10. t-test

Model	Coefficients ^a		t	Sig.
	Unstandardized Coefficients B	Std. Error		
(Constant)	5.941	2.083		2.852
1 <i>Work Life Balance</i>	0.221	0.045	0.312	4.959
Work Motivation	0.285	0.052	0.363	5.461
Work Environment	0.320	0.050	0.445	6.418

a. Dependent Variable: Performance

Testing of the First Hypothesis (H1). The significance value of work-life balance affecting workforce performance is $0.000 < 0.05$. This is supported by the t-count value of 4.959, which is greater than the t-table value of 1.985 ($4.959 > 1.985$). Therefore, it can be concluded that work-life balance has a positive and significant effect on workforce performance.

Testing of the Second Hypothesis (H2). The significance value of work motivation affecting workforce performance is $0.000 < 0.05$. This is supported by the t-count value of 5.461, which is greater than the t-table value of 1.985 ($5.461 > 1.985$). Thus, it can be concluded that work motivation has a positive and significant effect on workforce performance.

Testing of the Third Hypothesis (H3). The significance value of the work environment affecting workforce performance is $0.000 < 0.05$. This is supported by the t-count value of 6.418, which is greater than the t-table value of 1.985 ($6.418 > 1.985$). Therefore, it can be concluded that the work environment has a positive and significant effect on the dependent variable, namely workforce performance.

Discussion

The Effect of Work-Life Balance on Workforce Performance

When people can keep their professional and personal lives in balance, they can provide both the same amount of time and effort, which improves their health and performance. The work-life balance variable, which has a significance value of $0.000 < 0.05$, has a big effect on how well people do their jobs. The t-count number of 4.959, which is higher than the t-table value of 1.985 ($4.959 > 1.985$), backs this up even more. The results show that work-life balance has a statistically significant and favorable effect on job performance. All the metrics we looked at show that a good work-life balance directly leads to better employee performance. This finding is consistent with other research that demonstrates a healthy work-life balance enhances employee productivity (Nassani et al., 2024)(Dorta-Afonso et al., 2025)(Aghimien, 2022).

Based on these results, managers should stress the significance of keeping a work-life balance in order to boost employee productivity. Companies should have flexible rules that help people balance their professional and personal lives, such letting people work from home or have flexible hours. Also, giving employees the ability to control their own time can lower stress and burnout levels and make them happier at work. Management is more likely to get employees to be more productive and do better work if they establish an environment that promotes this balance. So, developing employee wellness programs that help people balance their professional and personal lives should be a top priority for managers if they want the firm to be successful in the long run.

The Effect of Work Motivation on Workforce Performance

Work motivation is the desire or excitement that makes people want to do their jobs well. The significant value of motivation's impact on workforce performance is $0.000 < 0.05$. The t-count number of 5.461, which is higher than the t-table value of 1.985 ($5.461 > 1.985$), backs this up even more. Consequently, it may be inferred that motivation exerts a positive and considerable influence on labor performance. These results are consistent with earlier studies by (Faris et al., 2024), which indicate that employee motivation has a direct and positive impact on their performance (Hasrul Azwar Hasibuan et al., 2022)(Sipayung et al., 2023)(Gulo et al., 2026) Employees who are motivated are more likely to be engaged, productive, and dedicated to reaching the goals of the organization, which leads to higher levels of performance (Nazah et al., 2021).

Based on these findings, managers need to pay special attention to enhancing employee motivation as a key factor in improving performance. Creating a supportive work environment, rewarding achievement, and providing career development opportunities can strengthen employee motivation. Furthermore, providing constructive feedback and recognizing employee contributions will increase self-confidence and job satisfaction. Therefore, managerial strategies that focus on developing motivation can be an effective tool for improving employee productivity and long-term performance within an organization.

The Effect of Work Environment on Workforce Performance

The work environment is the general state of things around employees while they are working. The value of the work environment's effect on employee performance is $0.000 < 0.05$. The t-count number of 6.418, which is bigger than the t-table value of 1.985 ($6.418 > 1.985$), backs this up. Consequently, it may be inferred that the work environment exerts a favorable and substantial impact on employee performance. These results are consistent with prior research by [8], demonstrating that the work environment substantially affects workforce performance (Sinaga, 2022)(Tambunan, 2023)(Ballian, 2020). A supportive

and positive work atmosphere is good for employees' health, lowers stress, and makes them more engaged, which all lead to better performance (Tanady et al., 2024).

Based on these results, managers need to put a lot of thought into making the workplace a good place to work. Enhancing physical amenities, establishing a conducive workspace, and cultivating excellent interpersonal relationships inside the workplace can elevate employee satisfaction and performance. Also, managers need to make sure that employees can talk to each other, that they appreciate each other's differences, and that they can get emotional support. Focusing on making the workplace better can help managers raise productivity, cut down on attrition, and make workers happier overall.

4. Conclusion

Based on the results of the analysis, it can be concluded that work-life balance, work motivation, and work environment both simultaneously and partially have a positive and significant effect on workforce performance. The coefficient of determination (R^2) of 0.654 shows that 65.4% of the variation in workforce performance can be explained by these three independent variables, while the remaining 34.6% is influenced by other factors outside the scope of this study. This highlights the importance of these factors in shaping workforce performance but also suggests that other unexamined variables may play a role.

The results of the F-test further confirm that all independent variables have a significant effect on workforce performance, as evidenced by the Fcount value of 61.542, which exceeds the Ftable value of 2.703. This provides strong support for the hypothesis that work-life balance, work motivation, and work environment are critical drivers of performance.

Individually, the t-test results indicate that each independent variable has a significant influence on workforce performance. Work-life balance (H1) has a significant impact with a tcount value of 4.959, work motivation (H2) with a tcount value of 5.461, and work environment (H3) with a tcount value of 6.418, all of which exceed the ttable value of 1.985. This reinforces the idea that focusing on these three factors can lead to improvements in employee performance.

However, the study has some limitations, such as the exclusion of other potential factors that could influence workforce performance, and the use of a single industry sample, which may limit the generalizability of the findings. Future research should explore additional variables and consider a broader range of industries to enhance the external validity of the results. From a managerial perspective, organizations should prioritize initiatives that promote a healthy work-life balance, motivate employees, and foster a supportive work environment to improve overall performance.

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