



The Work-Life Balance of Student Association Executive Board: The Role of Self-Efficacy, Transformational Leadership, and the Environment

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Abstract. Being active in an organization is often the reason why students don't graduate on time. Students who become administrators of organizations should be able to balance their roles between being students and being administrators. This study aims to examine the factors that affect work-life balance of the executive boards of student association. The factors regarding Self Efficacy, Transformational Leadership, and Environment. By using 115 executive boards of Ormawa FE (student association at Economic faculty of Universitas Muhammadiyah Ponorogo) as samples, the primary data acquired by questionnaire. The hypothesis were tested by multiple linear regression. The results of this study indicate that Self Efficacy, Transformational Leadership, and Environment have a significant effect on Work Life Balance of executive board of the student association

Keywords: Self Efficacy, Transformational Leadership, Environment, Work Life Balance.

1. Introduction

Although the burden of students participating in organizations increases, the average student can balance between being in an organization and being a student. Students who decide to join the organization must have readiness for various things, such as sharing of time, energy, thoughts, and things needed in carrying out organizational tasks and lecture assignments. Balance is a benchmark for student success, especially in situations where students are in a role in their life. Individual techniques in finding balance and comfort at work and outside work are known as Work Life Balance. Work Life Balance is the ability of a person to balance the demands of work with personal demands [1]. Work Life Balance is generally associated with balance or maintaining all aspects that occur in one's life.

Students who have a balanced work-life balance will live more productive lives and will not cause conflicts or disturbances in their lectures or within the organization, with students who can manage their time, they can hone their skills, not only in the world of lectures. Students who join with organizations have both positive and negative impacts,

the positive impact is being able to add broad insights, make new friends, improve student abilities, can improve communication skills, and can learn to manage time. While the negative impacts are fatigue, decreased concentration in learning and academic achievement. Student associate executive board should be able to balance between learning and organizing.

In previous studies, Work Life Balance was studied on students while working [2], Work Life Balance on female farm workers [3], on working women [4] and Work Life Balance in carrying out the dual role of study in students [5]. However, to the best of our knowledge, there has been no research on work life balance of active students in organizations. To be able to achieve a balance between obligations as students and organizational obligations, many factors are needed by these students, one of the factors needed is the positive self-efficacy factor to be able to balance this. Self-efficacy is a person's belief or belief in himself to be able to successfully manage his goals and interests [6]. According to Bubou [7] in his research, self-efficacy is an individual's belief in his abilities. Research conducted by Triwijayanti and Astiti [8] showed that self-efficacy plays an important role in improving work-life balance because, with good self-efficacy, students will easily commit to decisions and responsibilities taken. However, if students' self-efficacy is low, they will be easily trapped in problems or unpleasant circumstances [9].

In doing everything, students do not escape the motivation, especially the motivation of a leader. Transformational leadership is a leadership style that empowers individual members to develop, improve their abilities, and increase self-efficacy. Transformational leadership is a process where interactions between individuals can occur and build relationships that optimize motivation and morality in the chairman and members. Balancing the role as a student and the role of the organization is not easy for each individual, it is very important for those who have leaders who can reduce the burden they bear, on the other hand, if the leader is not able to motivate his members, then work life balance cannot be achieved.

In the organization, a comfortable organizational environment is needed to be able to balance organizational tasks. The environment is all things that can have a direct or indirect influence on the organization which will have a good or bad effect on work-life balance. The environment is assumed to be good when members contribute to the organization they follow. An unpleasant environment will make members have decreased performance and the time for achieving the tasks that have been given can run not according to the given target so that the results of the work system applied become ineffective and inefficient, on the contrary, a pleasant environment will have a good impact on oneself and organization so that members get a balance of life.

The object of this research is the students of Fakultas Ekonomi Universitas Muhammadiyah Ponorogo. Within the faculty of economics, there are student organizations (Ormawa FE), namely BEM FE, HMJ Manajemen, HMJ Akuntansi, and HMJ Ekonomi Pembangunan. As a student who contributes to an organization, they must have a good Work Life Balance to be able to complete their obligations, but it will be better if it is supported by self-efficacy, transformational leadership, and a conducive organizational environment. This study aims to understand whether Self Efficacy, Transformational

Leadership, and Environment affect Work Life Balance of executive board of ormawa FE.

1.1 Self-Efficacy

Bandura defined Self-efficacy is a person's belief in his abilities to regulate life which can affect other aspects that will occur [10]. In other words, self-efficacy is a person's level of confidence about his competence. According to Bubou [7] in his research, self-efficacy is an individual's belief in his abilities. This will encourage the individual to be able to complete his task or achieve his goals or objectives. Self-efficacy is a person's willingness to do a task or job and willingness to contribute when there are obstacles in the task or work being carried out.

1.2 Transformational Leadership

Transformational leaders are members who feel trust, admiration, loyalty, and respect for their leaders and arise the desire to carry out maximum than desired. Indra Kharis [11] explains that Transformational Leadership is a way for leaders to inspire their members to convey individual needs and have the ability to influence their members admirably. Based on this definition, Transformational Leadership is a way of converting member awareness related to problems through shifting perceptions in overcoming old problems using new methods to achieve organizational goals.

1.3 Environment

According to Mangkunegara [12], the environment is all things and elements that can have a direct or indirect influence on an organization that can have a good or bad effect on work-life balance. Aruan & Fakhri [13] state that the environment is all conditions related to work, both between leaders and members. The environment is assumed to be good if the members play a good role in the organization that is followed. And vice versa if the environment is not pleasant it will make members feel uncomfortable, and become inactive in the organization so that the work-life balance is not achieved.

1.4 Work-Life Balance

Hafid [14] explains that work-life balance is an individual's capability to carry out obligations both in the work environment and outside the work environment. Work-life balance is an individual's way of finding a sense of balance and comfort in the work environment and outside. Work Life Balance is the ability of a person to balance the demands of work with personal demands. A person can balance his work well, even though each individual has task demands that must be completed in 2 roles both at work and outside work.

1.5 Hypothesis Development

Relationship between Self Efficacy and Work-Life Balance. Self Efficacy is confidence in one's ability. They believe that they can complete their assignments so that they can divide their organizational time and assignments as students so that work-life balance is achieved. They must also be able to motivate themselves which aims to have a sense of responsibility in completing their duties as a student and as an organization. In research conducted by Triwijayanti, and Astiti [8] found that Self Efficacy has a positive effect on Work Life Balance. Self-Efficacy will produce a more optimal level of Work Life Balance for its members. In the description above, it can be concluded that the hypothesis is:

H₁: Self Efficacy (X1) has a positive effect on Work Life Balance (Y)

Relationship between Transformational Leadership and Work Life Balance. In an organization that has leaders who have different characteristics according to their leadership style, the leadership style is very important because it has a major contribution to the Work Life Balance of members. The type of leadership method is Transformational leadership. Transformational leadership is one of the leadership methods that can improve the Work Life Balance of members. Leaders who can make their subordinates support their vision and mission, the leader can have the responsibility for completing organizational tasks and personal tasks as students. Leaders must have good communication competence so that leaders can contribute to organizational roles and roles as students. In the description above, it is concluded that the hypothesis is:

H₂: Transformational Leadership (X2) has a positive effect on Work Life Balance (Y)

Relationship between Environment and Work Life Balance. The environment is all conditions related to the good work of leaders and members. The environment is assumed to be good when actively participating in the organization that is followed. And vice versa if the environment is not pleasant it will make members feel uncomfortable, and become inactive in the organization so that the work-life balance is not achieved. In an environment, communication skills are needed with fellow members who aim to complete tasks together so that they have free time to carry out other activities outside the organization and outside as students. In the description above, it can be concluded that the hypothesis is as follows:

H₃: Environment (X3) has a positive effect on Work Life Balance (Y).

2. Method

This research is explanatory research which is a research method to explain a correlation between variables through hypothesis testing. The population in this study were the administrators of Ormawa FE Muhammadiyah University Ponorogo as many as 115 students consisting of HMJ Management 29 students, HMJ Accounting 36 students, BEM FE 19 students and HMJ Development Economics 31 students with the sample

used being the entire population. The research sample was taken using saturated sampling (census) in which all populations were used as research samples. The method of data analysis uses multiple linear regression analysis. The operational definitions in this study are as follows:

Self-Efficacy. In Bubou's research [7], Self-Efficacy is an individual's belief in his abilities. The indicators for measuring self-efficacy in this study are confident that they can complete the task, the belief they can motivate themselves to take the necessary actions to complete the task, the belief that they can try hard, persevere, and persevere, and the belief that they can withstand obstacles and difficulties.

Transformational Leadership. It is a way for leaders to encourage their members to achieve their goals well. The measurement indicators of Transformational Leadership in this study are charisma, inspirational motivation, intellectual stimulation, and individual attention.

Environment. These are all things or elements that can affect directly or indirectly the organization. Environmental measurement indicators in this study are the relationship between members, the relationship between leaders and members, and cooperation between members.

3. Results And Discussion

3.1. Description of Respondent

Based on data of respondent, the number of male students is 19 with a percentage of 17%. While the female student amounted to 96 with a percentage of 83%. So it can be concluded that the majority of students are female. Meanwhile, data by age were from 115 students of the Faculty of Economics who participated in orma and became respondents in this study. The average age of 19 years is 61 students with a percentage of 53%, at the age of 20 years as many as 47 students with a percentage of 40%, and at the age of 21 years as many as 7 students with a percentage of 7%. So it can be seen that the highest average age of students is at the age of 19 years who are active students in semester 4 and semester 6 of Muhammadiyah University of Ponorogo.

3.2. Validity and Reliability test

This test is carried out by applying Pearson's product moment. The data is valid if the calculated r value is > 0.1528 and has a significance of 0.05. Based on validity test, it is stated that all tests for each question on the Work Life Balance (Y) variable are valid with a significant value < 0.05 and an r -count > 0.1528 so that all questionnaire statements can be applied and trusted to collect information in research. This test was carried out using the Cronbach Alpha formula with the critical value of reliability used, namely

0.60. Referring to the reliability test, the questionnaire on the variables of self-efficacy (X1), transformational leadership (X2), environment (X3), and work-life balance (Y) proved reliable. This proves the research results are quite reliable and in reality.

3.3. Multiple Linear Regression Analysis (Table 1)

Table 1. Multiple linear regression analysis results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1,478	1,172		1,261	,210
Self-Efficacy	,288	,101	,202	2,844	,005
Transformational Leadership	,420	,108	,280	3,882	,000
Environment	,908	,134	,485	6,784	,000

1. Constant = 1.478 meaning that the Self Efficacy variable is in a constant state, then the Work Life Balance variable has a value of 1.478
2. Self-Efficacy coefficient = 0.288, meaning that the Self Efficacy variable has a positive influence on Work Life Balance. The higher the Self Efficacy value, the higher the Work Life Balance value
3. Transformational Leadership Coefficient = 0.420 means that the Transformational Leadership variable has a positive influence on Work Life Balance. The higher the value of Transformational Leadership, the higher the value of Work Life Balance.
4. Environmental Coefficient = 0.908 means that the Environmental variable has a positive influence on Work Life Balance. The higher the Environmental value, the higher the Work Life Balance value.

3.4. F test

Table 2. F test result

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1160,583	3	386,861	118,512	,000
Residual	362,338	111	3,264		
Total	1522,922	114			

Referring to Table 2, obtained F count was 118.512. The calculated F is then compared with the F table of 2.69 with the provisions. If the value or F count < F table, H₀ is accepted. And if the F value is calculated > F table, then H_a is accepted. Based on the known comparison, F arithmetic > F table (118.512 > 2.69) and it can be concluded that H₀ is rejected and H_a is accepted.

3.5. Coefficient of determination test

Table 3. Coefficient of determination test results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,307	,094	,070	1,08875

Referring to Table 3 these data, the value of R Square is 0.094. This means that the percentage effect of the independent variables (X1, X2, and X3) on the dependent variable (Y) is 0.094 (9.4%), or it can be said that it can explain the percentage of the relationship between Self Efficacy, Transformational Leadership and Environment on Work Life Balance 9.4%. While the rest is influenced by other factors not observed in this research.

The Influence of Self Efficacy on Student Work Life Balance. Referring to the results of the research on the t-test, it was found that the Self Efficacy variable (X1), has a t count value of 2.844 > t table 1.98157 and (sig) 0.005 < 0.05. This explains that Self Efficacy has a significant effect on the Work Life Balance of students, especially those who participate in organizations at The Universitas Muhammadiyah Ponorogo, Self-Efficacy is a person's belief in his capabilities in managing life which can regulate other aspects that will occur. Thus, these findings are consistent with previous research conducted by Triwijayanti and Astiti [8]. The influence of Self Efficacy identifies the ability in self-confidence that supports the balance of life, the higher the Self Efficacy, the higher the work life balance in him.

The Effect of Transformational Leadership on Student Work-Life Balance. Based on the results of the t-test, it was found that the Transformational Leadership variable (X2) has a t value of 3.882. So it can be said that t count > t table that is 3.882 > 1.98157 significance 0.000 < 0.05, the average value of the Transformational Leadership variable is 54.38. This shows that Transformational Leadership has a significant influence on Work Life Balance of executive board of Ormawa FE Universitas Muhammadiyah Ponorogo, these findings are consistent with previous research conducted by Utami [15]. Transformational leadership is members who feel trust, admiration, loyalty, and respect for and feel compelled to carry out obligations more optimally than desired. Thus, there may be other influences that affect work-life balance. The Influence of Transformational Leadership shows that his leadership has a good impact on its members.

The Effect of Environment on Student Work-Life Balance. Based on the results of the t-test research, it was found that the Environmental variable (X3) had a t-count value of 6.784, then t-count > t-table 6.784 > 1.98157 with a significance (sig) of 0.00 < 0.05, the average value of the Environmental variable was 48,40. This explains that environmental variables (X3) influence Work Life Balance (Y), these findings are consistent with previous research conducted by Aifha and Suwarsi [16]. The environment is all

things that can have a direct and indirect influence. Thus, there may be other influences that affect the student's work-life balance.

4. Conclusion

The Self Efficacy variable (X1) shows a positive regression coefficient which means that there is a significant effect of the self-efficacy variable on the work-life balance of students who join the organization. It can be interpreted that self-efficacy has the lowest value result, it must be increased by planning targets, helping other people or close friends to assess a person's development, then with the help of other people a person will be more motivated in achieving the desired target and giving optimistic statements. Then, Transformational Leadership Variable (X2) shows a positive regression coefficient which means there is a significant effect of the transformational leadership variable on the work-life balance of students who join the organization. The Transformational Leadership variable has a moderate value and is therefore quite good. Lastly, environment (X3) has a positive and significant influence on the work-life balance because it has a positive value on the regression coefficient indicating a positive influence of the environment on the work-life balance of students who join the organization. The environmental variable has the highest value, so it can be said that the working relationship among members of the Ormawa is very good.

5. Suggestion

Student Organizations FE. Referring to the results of the discussion, it can be seen that the most influential variable, namely the environmental variable, the researcher suggests to Ormawa FE to continuously maintain cooperative relations between members in carrying out their duties. While the variable that has the smallest result is the Self Efficacy variable. That way the researcher suggests to Ormawa FE to continue to be improved by planning targets, helping other people or close friends to assess a person's development so that with the help of other people a person will be more motivated in achieving the desired target and giving optimistic statements.

For the next researcher. For further researchers, the results of this research can be applied for comparative material and insights for future researchers, and it is hoped that it can expand the scope of research on factors affecting work-life balance to obtain various results.

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