

The Influence of Burnout and Job Satisfaction on Work-Life Balance in Part-Time Students of Buana Perjuangan Karawang University

Aderia Junior¹, Uus Mohammad Darul Fadli^{1*}, Ery Rosmawati¹

¹ Management Study Program, Faculty of Economics and Business, Universitas Buana Perjuangan Karawang, Jln. HS Ronggowaluyo Telukjambe Timur, Karawang, 41361, Indonesia

*Corresponding Author: uus.fadli@ubpkarawang.ac.id

DOI: <https://doi.org/10.30880/rmtb.2024.05.01.010>

Article Info

Received: 31 March 2024

Accepted: 30 April 2024

Available online: 30 June 2024

Keywords

Burnout, Job satisfaction, worklife balance

Abstract

The condition of studying while working is not something new in Indonesia. Challenges arise when students face burnout and require efforts to maintain a balance between job satisfaction in order to divide their time effectively between work and academic activities. The aim of this research is to examine the influence of burnout and job satisfaction on work-life balance. This research uses quantitative methods by collecting data from interviews and observations and distributing questionnaires. The data analysis technique uses SmartPLS 4 software. With a non-probability sampling technique using the Slovin formula, the sample results were 64 people from a total population of 173 with a total of 485 management students class of 2020, Buana Perjuangan University, Karawang. The results of hypothesis testing show that the variable burnout has the original sample value worth -0.387 (negative), with P-Values worth 0.002, which means burnout has a influence negative and is significant to work-life balance. As well as Job satisfaction with work-life balance is worth 0.516. These values show that there is a positive correlation between job satisfaction and work-life balance. With this positive influence, it can be interpreted that the higher the level of job satisfaction, the more optimal work-life balance that can be achieved. On the other hand, if the level of burnout increases, the work-life balance that individuals may experience will be poor.

1. Introduction

Education plays an important role in forming the character of each individual. Pursuing advanced education not only broadens your horizons and knowledge. But it is also an important part of personal development. In Karawang district, which is an industrial centre, there are many universities, both state and private. On the other hand, the phenomenon of studying while working is something familiar in Indonesia. Students who choose to work while studying consider various aspects, including economic encouragement, as one of the main motivations. Data obtained in 2019 from the Central Statistics Agency (BPS) stated the number of students working while reaching 2.2 million people in Indonesia. In addition, the Central Statistics Agency (BPS) noted that around 6.98% of students in Indonesia aged between 10 and 24 years are studying while working.

Every individual, whether as an employee or a student, has important choices to manage their time. The ability to balance work, leisure time, and the learning process needs to continue to be honed. Therefore, it is hoped that each individual can create balance in their work life (Sukardi *et al.*, 2022). Buana Perjuangan University Karawang is one of the private campuses in the city of Karawang which is included in the list of campuses that provide employee classes (Yahya, 2022).

Students often face high academic loads and pressure to succeed in their studies. In particular, academic load and stress can create an imbalance in student life. Along with that, the challenge of maintaining a balance between academic aspects, work aspects, and personal life can cause burnout and potentially affect work-life balance. If a student cannot balance life on campus with work, they will experience difficulty in carrying out this routine. To see the level of burnout among students at Buana Perjuangan University, Karawang, a pre-research survey was conducted on 30 respondents from students who worked while studying. The following is data from interviews regarding burnout conditions at Buana Perjuangan University, Karawang.

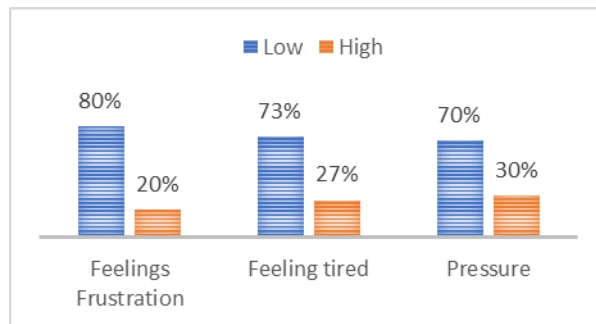


Fig. 1 Interview data for burnout variables

Based on the results of a pre-survey involving 30 respondents, some results could be obtained, with the majority of respondents, namely 80% (24 people), experiencing high levels of feelings of frustration. This shows the potential problems or challenges faced by the respondent group. As many as 73% (28 people) stated that they experienced fatigue, both physically and emotionally. In addition, as many as 70% (26 people) reported that they felt high pressure originating from academic demands, work, or other responsibilities. Buana Perjuangan University students in Karawang face difficulties in carrying out their activities as workers because they have to divide their time between work and lecture activities on campus.

Burnout conditions are to maintain a balance between work and study students at Buana Perjuangan University Karawang because burnout can result in feelings of frustration, emotional fatigue, and pressure, which has the potential to worsen the balance of life for students while working.

Apart from burnout, another factor that can influence work-life balance is job satisfaction. Building and maintaining a level of job satisfaction is a valuable thing to ensure the continuity of a company or agency. This situation occurs because employee satisfaction has positive effects, such as increasing efficiency and productivity. Amid efforts to foster a sense of job satisfaction, many companies are now implementing work-life balance programs. This program was formed because the company has stated that employees are expected to be able to overcome challenges not only in the work environment but also outside the workplace. To evaluate the condition of job satisfaction among students, a pre-survey was conducted on 30 students. Below is interview data regarding the job satisfaction of a student who is working.

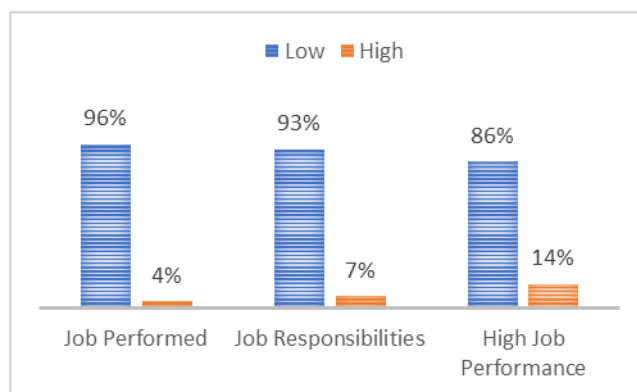


Fig. 2 Interview data for job satisfaction variables

Based on the results of a pre-survey involving 30 respondents, it is known that 96% of students feel satisfaction with their work. A high level of satisfaction can reflect a positive work atmosphere. As many as 93% of students indicated they were satisfied with their work responsibilities. Although lower than the level of satisfaction with work and responsibilities, 86% of respondents stated that they were satisfied with their job achievements because this level can reflect the achievement of job goals and expectations that align with the respondents' expectations. Job satisfaction impacts work-life balance, as satisfied individuals may be more likely to be able to manage their time well and prioritize their personal needs alongside work demands.

Work-life balance can arise due to various factors, including satisfaction with work and avoiding burnout. According to Hartog and Frame's explanation in Caniago *et al.* (2023), By achieving work-life balance, a person can increase their productivity in hobbies, family, art, and academic activities. This is caused by conditions that are deemed necessary by the person concerned to increase their satisfaction in carrying out their work. This is in line with research by Ridwan A (2023), which states that the work-life balance impacts job satisfaction among part-time students because there is an influence when students are given control to overcome potential conflicts that arise between the demands of work and their studies. However, findings from research by Megaster *et al.* (2021) show that partial work-life balance has a significant positive impact on job satisfaction, and temporary burnout has a negative and significant impact on job satisfaction. On the other hand, research by Endeka *et al.* (2020) has a different view by emphasizing that work-life balance does not have a significant influence on job satisfaction, meaning whether the level is high or low, work-life balance will not affect employee job satisfaction. This research intends to understand or measure how much burnout and job satisfaction influence the work-life balance of part-time students at Buana Perjuangan University, Karawang. This research is aimed at providing a deeper understanding of the impact of academic load and stress on the balance between students' academic life and personal life by examining the extent to which the level of student job satisfaction can influence the level of work-life balance and assess the extent to which students feel able to strike a balance between the demands of their academics and their personal lives.

2. Literature review

2.1 Human Resources Management

Based on Ni Wayan Dian Irmayani (2021), Human resource management (HRM) is a disciplined knowledge or rules for managing the involvement and role of HR efficiently and effectively so that it can be utilized in an optimal way to achieve common goals in the business world, employees and society. HRM can be defined as a combination of science and art in compiling, organizing, directing, and evaluating human resources on various factors, such as recruitment, development, compensation, integration, supervision, and termination of employment. This goal involves achieving organizational targets, meeting employee aspirations, and meeting community needs. Based on the point of view above, it is determined that HRM is a process of planning, organizing, coordinating, and taking action to achieve a task in an organization effectively and under control.

2.2 Burnout

According to Rosada *et al.* (2023), Burnout is a psychological condition that affects individuals and is caused by chronic stress. Meanwhile, according to Said and Jannah in the book Eka *et al.* (2021), Burnout is characterized by a psychological situation of extreme fatigue due to too many demands. This fatigue worsens physical, emotional, and psychological problems, which are then seen as less productive behaviour, even leading to a decrease in the amount of work usually done.

The impacts of burnout include affective, cognitive, physical, behavioural, and motivational manifestations, the impacts of which can affect the individual personally and other people and also have the potential to be detrimental to the agency or organization.

Burnout dimensions, according to Maslach in Septilla *et al.* (2020), are (a) Emotional Exhaustion, (b) Depersonalization, and (c) Reduced Personal Accomplishment. Meanwhile, the indicators of burnout proposed by Maslach in Siti NR (2021): (1) Feelings of frustration, (2) Saturated, (3) Easily feeling tired, (4) Depressed, (5) Apathy /indifference, (6) Negative evaluation of yourself, (7) Feelings of dissatisfaction with one's achievements in one's work.

2.3 Job Satisfaction

Rivai explains in the book by Rahmawati *et al.* (2020) that job satisfaction is expressed as an assessment that reflects an individual's feelings of happiness or displeasure regarding feelings of satisfaction or dissatisfaction with the work being done. Job satisfaction is essentially a matter of opinion; each person has a different threshold formed by their current value system (Suroso 2015).

Robbins & Judge in Simanjuntak and Sitio (2021) state that job satisfaction has five dimensions, namely: work itself (work itself), salary or wages (pay), promotion opportunities, supervisors (supervision), and co-workers (workers). Work itself is considered the main factor of satisfaction, where the work provides interesting tasks, opportunities to learn, and gain self-confidence and strength for employees (Anniversary and Sanjaya 2022). This salary (pay) is measured through indicators such as (1) Internal justice: Employees who carry out tasks must receive equal compensation. (2) External justice: receiving compensation that is comparable to employees in other organisations. (3) Decent standard of living (4) Able to meet needs (5) Inspiring work motivation. Also, (6) welfare guarantee. Position promotion (promotion) includes (1) Seniority by showing higher strength, bigger ideas, and rational managerial ; (2) Work achievement with high work results, loyalty to the organization, and responsibility. Supervisor (supervision) by observing how superiors work in providing direction and regulations that are implemented properly. Cooperative co-workers are the most reliable source of job satisfaction, second only to co-workers. In particular, compact workers are the most reliable source of protection, welfare and support for each employee (Aniversari and Sanjaya 2022).

2.4 Work-Life Balance

Larastrini and Adnyani (2019) stated that Work-life balance related to effort increasing and maintaining employee loyalty, to create a motivating and healthy work atmosphere, can enable employees to have a balance between work and personal responsibilities. Work-life balance has a broad concept that follows, including setting appropriate priorities between “work” (career and ambition) on the one hand and “life” (family, friends, free time, growth psychic) (Lumunon, Sendow, and Uhing 2019).

There are 4 dimensions in managing work-life balance, namely: (1) Work Interference With Personal Life reducing the degree to which work interferes with personal life. (2) Personal Life Interference With Work exhibits various behaviours in which an individual's personal life undermines his or her professional life. (3) Personal Life Enhancement Of Work that is, the extent of an individual's personal life can improve individual performance on the job. And (4) Work Enhancement Of Personal Life, namely how far the work can go in improving the quality of a person's personal life (Wicaksana, Suryadi, and Asrunputri 2020).

Meanwhile, the Work-Life Balance Indicators include Work Interference With Personal Life (WIPL), which can describe these dimensions, namely (a) Time, (b) Workload, and (c) High levels of stress at work can also make it difficult for individuals to give up their personal time (Anggoro NFS, 2018). Personal Life Interference With Work (PLIW) namely the extent to which an individual's personal life interferes with the life of family responsibilities, High burden of family responsibilities, such as caring for parents or other family members. Personal Life Enhancement Of Work (PLEW) indicators that describe this dimension are (a) work atmosphere, (b) relationships with coworkers, and (c) social life outside of work. This can make an individual's mood when working pleasant. WEPL (Work Enhancement Of Personal Life) Indicators that can describe this dimension are the skills that individuals acquire during work life, enabling individuals to apply these skills in everyday life (Nafis, Chan, and Raharja 2020) .

2.5 Literature Study between Burnout and Job Satisfaction Variabels on Work-Life Balance

2.5.1 Burnout and Work-Life Balance

Dinda A.M (2023) found that high job demands can make individuals stressed, causing *burnout* . However, on the other hand, individuals also have their personal lives, therefore someone needs work-life balance. The same findings as Siregar (2020) who found that the conflict faced can cause stress and if allowed to continue, can result in *burnout*, so employees need to understand the concept of *burnout* so that work-life balance can be maintained. Based on the review above, this research hypothesizes that:

H1 : Burnout has a negative and significant influence on Work-Life balance

2.5.2 Job Satisfaction and Work-Life Balance

Pangemanan (2017) found that if there is an increase in *work-life balance* , then job satisfaction will also increase. This finding is in line with research by Ganaphati (2016) which found that increasing *work-life balance* in employees can increase employee job satisfaction. Based on the review above, this research hypothesizes that:

H2 : Job satisfaction has a positive and significant influence on *work-life balance*

2.6 Framework of Thought

Sugiyono (2019) believes that a framework is a series of thoughts or research guidelines that are used as a pattern or basis by researchers in carrying out studies on a particular object. In this context, the framework described in this research is based on variables related to the research, and each of these variables has measurable indicators.

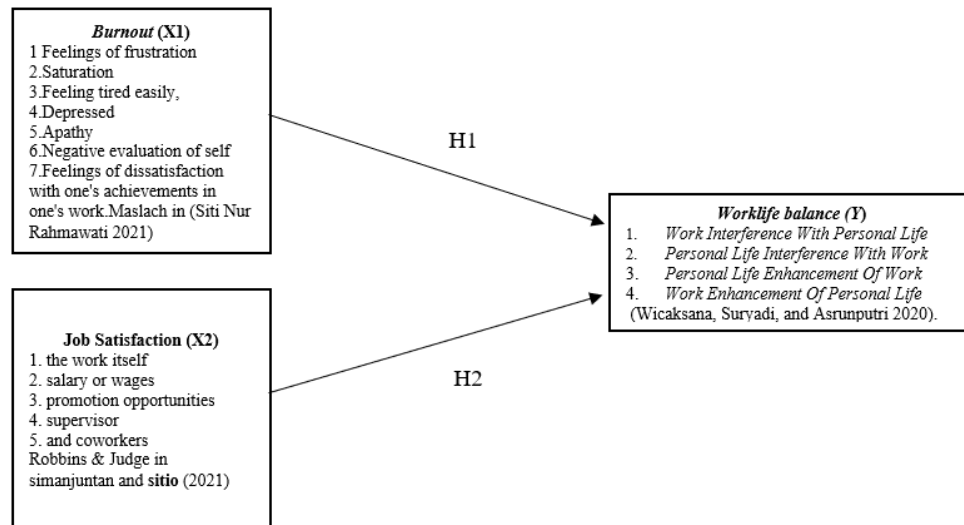


Fig. 3 Framework

Based on the framework of thinking, there is a relationship between each variable and work-life balance. This means that the relationship between each variable can be determined through the hypothesis proposed in the research.

3. Research Methods

In this research, quantitative methods were used by collecting data using interviews, observation and distributing questionnaires. Quantitative research is a research method that relies on the philosophy of positivism, meaning collecting data by using research instruments to analyze a particular population or sample. Data analysis in this research is quantitative and statistical, with the aim of testing the hypotheses that have been established (Sugiyono, 2019). The sampling technique uses non-probability sampling with the Slovin formula, this formula is used to determine the appropriate sample size from the population. Calculated with the error rate (e) is usually expressed as a percentage, so it needs to be converted to decimal. For a confidence level of 10%, the error rate (e) will be 0.10. sample size (n) using the Slovin formula. Based on data obtained from UBP Karawang academics, there is a population of 173 out of 485 management students class of 2020 at Buana Perjuangan University, Karawang, with an error rate of $e = 0.10$ calculated until the desired sample (n) is around 63.36. If the result is not an integer it is 64. In data analysis using descriptive statistical analysis techniques with the Partial Least Square (PLS) method. Test the hypothesis by testing using SmartPLS 4 software.

4. Results and Discussion

4.1 Respondent Data

Following are the results of the output data on the characteristics of respondents in the table, which was obtained from distributing the questionnaire. Information can be collected from a number of respondents which can be found in the following table.

Table 1 Data on respondent characteristics

Descriptive	Information	Frequency	Percentage %
Gender	Man	28	44%
	Woman	36	56%
	Amount	64	100%
Age	20	3	5%
	21	20	31%
	22	22	34%
	23	9	14%
	24	2	3%
	25	6	10%
	27	2	3%
	Amount	64	100%

Based on the data in Table 1, it is noted that there were 64 respondents in this study, with a breakdown of 44% male and 56% female respondents. From this data it is known that female respondents are more dominant. Apart from that, respondents aged 20-22 years were 45 people or 70%, and aged 23-24 years were 11 people or 16%, aged 25-27 years were 8 people or 13%.

4.2 Outer Loading Value

Outer loading reflects the extent to which the measured variable contributes to the construct being measured. Through evaluating the results of outer loading, we can assess the extent to which each variable contributes to providing valuable information on the concept being measured. The following table shows the results of outer loading data using SmartPLS 4.

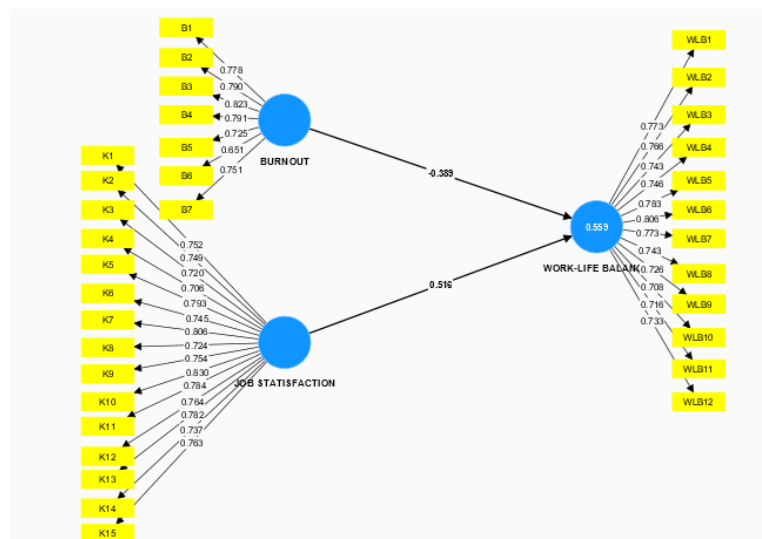


Fig. 4 Outer loading

The convergent validity test is carried out by paying attention to the outer loading value of each indicator on the construct. The minimum limit set is 0.70. From the test results documented in Fig. 4, it shows that there is one value exceeding 0.6. Therefore, it is concluded that even though there are several values that do not reach the minimum limit, the measurement still meets the convergent validity criteria (Muhson 2022).

4.3 Convergent Validity Test

Below is a table that shows the results of the convergent validity test of the outer loading values obtained using SmartPLS 4

Table 2 *Convergent validity test of outer loading values*

	Burnout	Job satisfaction	Work-life balance
B1	0.778		
B2	0.790		
B3	0.823		
B4	0.791		
B5	0.725		
B6	0.651		
B7	0.751		
K1		0.752	
K2		0.749	
K3		0.720	
K4		0.706	
K5		0.793	
K6		0.745	
K7		0.806	
K8		0.724	
K9		0.754	
K10		0.830	
K11		0.784	
K12		0.764	
K13		0.782	
K14		0.737	
K15		0.763	
WLB1			0.773
WLB2			0.766
WLB3			0.743
WLB4			0.746
WLB5			0.783
WLB6			0.806
WLB7			0.773
WLB8			0.743
WLB9			0.726
WLB10			0.708
WLB11			0.716
WLB12			0.726

Based on the outer loading data listed in Table 2. This research determines that the minimum value of the Outer Loadings Indicator must be >0.70 . However, according to Ghozali (2008), the Outer Loadings Indicator value of $0.50 - 0.60$ is still acceptable. These findings show that with these results, the indicators used in this research have succeeded in proving the results of variable relevance, as well as providing evidence that the instruments have successfully passed the convergent validity test.

4.4 Validity Test Average Variance Extracted, Cronbach's Alpha, Composite reliability

The following are the results of calculating Average Variance Extracted, Cronbach's Alpha, and Composite reliability using SmartPLS4 software for the variables burnout, job satisfaction, and work-life balance.

Table 3 Validity test

Variables	Cronbach's alpha	Composite reliability	Average variance extracted (AVE)
Burnout	0.879	0.95	0.578
Job satisfaction	0.948	0.953	0.580
Work-life Balance	0.930	0.934	0.565

Hair *et al.* (2017) stated that to ensure the validity of the AVE (Average Variance Extracted) value it must exceed 0.50 so that the discriminant validity of the variable can be confirmed and considered valid. Because these three research variables have AVE values that exceed > 0.50, it can be concluded with confidence that they are reliable and have an adequate level of accuracy.

Furthermore, each construct must have a composite reliability value and a Cronbach's alpha value > 0.7, although a value of 0.6 is still acceptable. Based on the data documented in Table 8, it can be concluded that the overall construct shows composite reliability and Cronbach's alpha values that exceed 0.7. Therefore, it is revealed that all statement items in each construct are reliable.

4.5 Inner Model (R-Square)

R-Square calculations are carried out using SmartPLS4 as explained below:

Table 4 R Square

	R-Square	R-Square adjusted
Work-Life Balance	0.559	0.544

Table 6 shows the results of the study, which allows us to conclude that the R-square value reaches 0.559, equivalent to 55.9%. Thus, the high level of work-life balance for students working at Buana Perjuangan University Karawang can be attributed to 55.9% of the same factors, while the remaining 44.1% is influenced by other factors.

4.6 Hypothesis Testing

Hypothesis testing is carried out based on the output of the Inner Model test which is also called the structural model, which includes r-square, parameter coefficients, and t-statistics. To determine whether a hypothesis can be accepted or rejected by paying attention to the level of significance between cross-validation, t-statistics , and p-values. Hypothesis testing in this research was carried out using the SmartPLS (Partial Least Square) 4.0 approach. The data obtained previously was obtained through bootstrapping results. The criteria used as guidelines in this research are t-statistics > 1.96 with a significance level of p-value of 0.05 (5%) and a beta coefficient that has a positive value. The following are the results of the hypothesis testing shown in Table 5.

Table 5 Hypothesis test results

	Original Sample	T Statistics	P Value
Burnout -> work-life balance	- 0.3 89	3,128	0.002
Job satisfaction -> work-life balance	0.5 16	4.2 62	0,000

Hypothesis testing can be considered based on the significance value, if the p-value is ≤ 0.05, it means the hypothesis is said to be acceptable, and if the p-value is ≥0.05, where This means that the hypothesis in this study is not accepted/rejected. Whereas, to reach a significance level of 5% or the p-value does not reach 0.05, the T Statistics value needs to exceed the t-table value of 1.960 in accordance with a standard error of 5% (Hair *et al.* 2017).

Based on Table 5, the findings of the hypothesis test analysis show There is a significant relationship between burnout level and work-life balance, with a p-value worth 0.002 and a T-Statistic worth 3.128. A low P-value indicates that the results are acceptable, and a significant T-statistic indicates that it is large enough to be considered statistically significant. Thus, there is a significant influence of the level of burnout on the work-life balance of part-time students at Buana Perjuangan University, Karawang.

Apart from that, the results of hypothesis testing of the relationship between job satisfaction and work-life balance were obtained with a p-value of 0.000. results ≤ 0.05 which means the hypothesis is said to be accepted. With a T statistics value of 4,262, it means that job satisfaction has a positive influence on work-life balance for part-time students at Buana Perjuangan University, Karawang.

4.7 Effect of Burnout on Work-Life Balance

Burnout variable has an original sample value of -0.389, with a T-statistic value worth 3,128 and P-Values worth 0.002 on work-life balance, which means that burnout has a negative and significant influence on work-life balance. This shows that the burnout experienced by students harms students' work-life balance when studying while working.

These findings are in line with research conducted by Sari Junila (2021) which indicates that Sanya there is a significant negative correlation between the level of burnout and work-life balance. Thus, there is a negative correlation between burnout and work-life balance, which means that the higher the level of burnout, the lower the level of work-life balance. Meanwhile, the lower the level of burnout, the higher the level of work-life balance. New findings in this research state that the level of burnout has a positive and significant correlation with work-life balance. A decrease in work-life balance is closely correlated with an increase in burnout levels. This could indicate for human resources that preventing burnout can contribute positively to improving the balance between work life and personal life.

4.8 The Influence of Job Satisfaction on Work-Life Balance

Research findings show that the only variable interest value that shows the direction of a positive relationship between job satisfaction and work-life balance is 0.516 with P-Values worth 0,000. the value shows there is a positive and significant correlation between job satisfaction and work-life balance. The numbers show that students generally have a level of satisfaction with the work or academic assignments they carry out every day. Based on the findings that have been obtained, it is stated that the results of this research are in line with the research carried out by Endeka *et al.* (2020) mentioned that Sanya there is no significant influence between work-Life Balance and job satisfaction. This means that Sanya Work-Life Balance levels, whether high or low, will not have a significant impact on employee job satisfaction levels.

In this research, some findings show a positive relationship between job satisfaction and work-life balance. This figure indicates that feeling satisfied with work can have a positive impact on the balance between work life and personal life.

5. Conclusion

Based on the findings from the research carried out by the author, it is concluded that:

- The first research objective is to determine and measure the level of Burnout on work-life balance. The highest result from this question was that respondents felt a high level of frustration, physical or emotional fatigue, boredom with routine, and natural pressure when studying while working. So this can affect a person's ability to create a balance between work duties and personal life as a student. There is a negative and significant relationship between Burnout and work-life balance in part-time students at Buana Perjuangan University, Karawang. This means that Burnout affects the extent of work-life balance and personal life.
- The second research objective is to determine and measure the level of job satisfaction regarding work-life balance. The highest result from this question was that respondents felt a level of satisfaction with the work they were doing, their ability to take responsibility, satisfaction with equal rewards, rotation of positions and the way superiors work, as well as the work team in assisting when carrying out work. This will affect the level of work atmosphere if the level of time management skills possessed in achieving a balance between personal and work life. There is a positive and significant relationship between job satisfaction and work-life balance in part-time students at Buana Perjuangan University, Karawang. This means that job satisfaction influences the extent of work-life balance and personal life.
- With this positive influence, it is interpreted that the higher the level of job satisfaction, the more optimal the work-life balance that can be achieved. Conversely, the higher the level of burnout, the worse the work-life balance a person may experience. In addition, significant results indicate that the effects found are not the result of pure chance, but can be relied upon as a consistent pattern in a larger population. Therefore, this research provides a very important contribution to knowledge about the correlation between burnout, job satisfaction, and work-life balance, especially for students who face the dual demands of work and study.

6. Implications

Based on the research carried out by the author, several implications can be considered, namely: The need for attention to stress management of part-time students. By identifying the factors that influence burnout and job satisfaction, educational institutions and companies can develop mental and physical well-being programs to help students or employees manage their workload and personal lives. In addition, companies can contribute to the formulation of education policies by considering adjustments to schedules, division of tasks, and other resources to improve the work-life balance of each individual. Also, identifying the impact of job satisfaction on work-life balance can help educational institutions and companies develop better career support programs.

By considering these implications, this research not only provides a better understanding of the situation of part-time students, but also provides direction for improved policies and practices that support academic /corporate well-being and success.

Acknowledgement

The authors would like to thank the Faculty of Economics and Business, Universitas Buana Perjuangan Karawang for its support.

Conflict of Interest

Authors declare that there is no conflict of interests regarding the publication of the paper.

Author Contribution

The authors confirm contribution to the paper as follows: **study conception and design:** A.J., U.M.D.F. and E.R.; **data collection:** A.J., U.M.D.F. and E.R.; **analysis and interpretation of results:** A.J., U.M.D.F. and E.R.; **draft manuscript preparation:** A.J., U.M.D.F. and E.R. All authors reviewed the results and approved the final version of the manuscript.

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