LITERATURE REVIEW: FORMULATION OF WORK-LIFE BALANCE AGAINST ENVIRONMENTAL DYNAMICS

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ABSTRACT

The purpose of study This is For discuss possible strategies and formulations help individual reach balance life Work in face change sustainable environment changed . Research methods This use studies literature For analyze work-life balance based on study previously. Several strategies and formulations For increase balance life Work including flexibility time and place work , reduce demands work, use appropriate technology, develop habit life healthy, and get support from family and friends . In facing the dynamics change environmental , factors like technolog, demands work, and health must noticed For reach balance life healthy work. With apply appropriate strategies and formulations , individually can reach healthy balance between work and life personal

Keywords: Work-Life Balance, Environmental Dynamics

INTRODUCTION

Work-life balance is frequent terms _ used by generations millennial . There is balance between affairs personal and work will increase quality life and happiness . According to Lockwood (Asepta & Maruno, 2018) Work-life balance is something circumstances balance in two demands Where work and life a individual is The same . Temporary that , Singh and Khanna (Hastuti, 2021) wrote that the concept of work-life balance encourages practitioner For determine more priority _ appropriate between

work main and life personal . Implementation of work-life balance is not need sacrifice One part That's enough , that's enough arrange reset and balance it .

Many influencing factors _ balance life work , fine internal factors as well external . Related factors _ _ with work-life balance, among other things , perception individual to support organization , support family , personality , orientation work , path career and climate organization (Education et al., 2018, Design, 2017,Gea, 2011). After know factors cause of work-life balance, then need is known impact of work-life balance. Lewison in Kurniawan (2014:15) states that the impact of work-life balance includes reducing absenteeism , decrease employee turnover rate , increase productivity , reducing cost overtime (overtime costs), providing satisfaction to customers / clients (Basak, 2021) .

Sirgy and Lee (2017: 7) emphasize that For see impact of work-life balance using two tools measuring that is involvement in work and life outside _ work , and some conflict between rule social in work and life personal (Vyas, 2022) . In terms of This , work-life balance of course tightly connection with dynamics environment . Dynamics environment refers to the changes and uncertainties that occur around us , good in the environment work , social , or outside . _ Dynamics environment can form change technology , competition increasing business _ strict , demanding increasing number of customers increase , change regulation government , or even change weather (Alegre & Pasamar, 2018 ,Popov, L. M., & Puchkova, 2015)

Work-life balance or also known as the term work-life balance, in fact general related with balance or guard harmony in life (Babin Dhas, 2018) . Balance life Work defined as method For minimize conflict with satisfaction and function achieved in place _ Work or at home (Giauque et al., 2019) . So work-life balance is effort minimize conflict with guard harmony life as individual and life in place Work (Harikaran et al., 2018) .

The concept of work-life balance was first known around 1986. At the time that's a need individual start grow For obtain performance or performance in work , on the contrary needs and commitments outside the world of work Still can fulfilled with Good . Within the period time 1986-1996, is known work-life balance phrases only used in 35 articles , however since year next article discussing _ theme the increase fast . Condition This show how importance the concept of work-life balance(Javadikasgari et al., 2018,Peters et al., 2009, Le et al., 2020) .

Greenhaus, Collins and Shaw (Ramdhani & Rasto, 2021) explain that balance life Work is distribution source power and commitment to various the same role the positive . What is meant is with role double here _ is exists not quite enough answer between work and life personal . According to Lockwood (Asepta & Maruno, 2018) work-life balance is circumstances balancing the two demands Where work and life a individual

is The same . Where work-life balance is in view employee is choice management work and obligations or not quite enough answer personal to family .

According to Kastner (Hastuti, 2021) , work-life balance or also called work-life balance originates from the words 'work' and 'life', so work-life balance is art How balancing second aspect life the . Meanwhile, Armstrong is at Nanzushi (Hastuti, 2021) argues that implementing a meaningful work-life balance give chance to employee For align activity especially in companies with outside activities _ suitable job _ with interest or not quite enough answer personal .

According to Paulose (Widriasmatiwi et al., 2019) , factors that influence work-life balance are divided into become four that is individual including personality , organization including work , environment social , and other factors such as age , type gender , marital status , parental status . , experience , level employee , type occupation , income , and type Family also influences balance life Work . According to Hudson (Hastuti, 2021 ,England et al., 2019)work-life balance itself own a number of indicator namely time balance, engagement balance, and satisfaction balance.

Dynamics environment can influence balance between life work and life personal somebody . For example , if competition business the more tight , you might continously feel stressed For Work more harder and longer . If request customer increase , you might will difficulty find time For activity personal (Shirmohammadi et al., 2022) .

In the introduction this , we admit importance balance life work and that achieve it No always easy . However with the right strategy and formulation , work-life balance can be achieved achieved and brought benefit big for health and happiness somebody (Bataineh, 2019) . Through article this , writer will explain work-life balance formula in face dynamics environment For improve work-life balance for a worker .

RESEARCH METHODOLOGY

Writing method article This is studies literature from results research that has been published in journals national and journal international . Literature review is series related activities _ with method collecting library data , reading and taking notes , as well as manage material study . Another meaning of studies literature is look for reference relevant theory _ with case or problems found . _ Reference the can found in books , journals , articles report research , and sites on the internet. Outer from studies literature This is gathering relevant references _ with formulation problem . (Zed, 2003, Nasution, 2008,Sugiono, 2007,Lexy J. Moleong, 2009)Furthermore technique deep data analysis study This use technique analysis data analysis fill . Data analysis begins with analyze results study from the most relevant , relevant and sufficient relevant . Then with see year study started from the most recent year , and gradually back off to more years _ long . Researcher Then read abstract from every study previously For give

evaluation is the problems discussed Already in accordance with those who want solved in study . Furthermore take notes parts important and relevant from problem study . The results of the research studied regarding work-life balance is research that has been done for five years final (2018-2022)

RESULTS AND DISCUSSION

Balance life Work is terms used _ For describe balance between work and life personal somebody . Draft This show importance guard balance between time , energy and attention given to work and life outside _ _ work , like family , friends , health , hobbies and activities social other . Balance life work is very important For well-being a person's physical and mental state . If someone too focus on work and ignore life personal , p This can trigger stress , fatigue , anxiety , and even problem more health _ Serious . Therefore _ Therefore , work-life balance is a must guarded with Good For ensure somebody own a healthy and happy life in a way whole .

Dynamics environment is science that studies change environment , whether caused by factors _ natural like change climate or disaster nature , or by factors man like pollution , change use land , and development . Study about dynamics environment help For understand method Work system ecology and environment , and how interaction between various factor environment can influence balance ecosystem . With understand dynamics environment , person can develop more strategies Good For guard and protect environment nature , as well minimize impact negative activity man to environment .

A number of research that has been done in 5 years The last one (2018-2022) discussed about work-life balance is presented in table 1 below This .

Table 1.

Research about Work-Life Balance

NO.	Researcher and Year of Publication	Title
1.	Uki Yonda Asepta and Sekar Harumi Putri Maruno (2018)	Analysis of the Effect of Work-Life Balance and Career Development on Employee Job Satisfaction at Pt. Telkomsel, Tbk Branch Malang (2018)
2.	Ahla Tamaro, Friska Ayu, Wiwik Afridah, Budhi Setianto, and Riska Rohmawati (2022)	Literature Review: Contribution of Work-Life Balance to Worker Performance in the Education Sector During the Covid-19 Pandemic (2022)
3.	Destry Yayu Ramdhani and Rasto (2021)	Work Life Balance (Work Life Balance) as a Factor that Influences Employee Performance (2021)
4.	Gania Hariani Hastuti (2021)	Factors That Influence Employee Job

		Satisfaction: Work-Life Balance, Organizational Culture, and Leadership Style (A Human Resources Management Literature Review Study) (2021)
5.	Okvi Widriasmatiwi, Indriyati Eko Purwaningsih, and Hartosujono (2019)	Performance of National Police Members Viewed from Work Life Balance and Organizational Citizenship Behavior (2019)
6.	Ernita Yusnani and Arif Partono Prasetio (2018)	Contribution of Work Life Balance to Job Satisfaction among Employees of the Department of Cooperatives and Small Businesses (2018)
7.	Joaquín Alegre and Susana Pasamar (2018)	Firm Innovativeness and Work-Life Balance (2018)
8.	D. Babin Dhas (2018)	A Report on The Importance of Work-Life Balance (2018)
9.	Sangita Basak (2018)	Factors Affecting Women's Work-Life Balance in Bangladesh: A Study During the COVID-19 Pandemic (2021)
10.	Khaled Adnan Bataineh (2019)	Impact of Work-Life Balance, Happiness at Work, on Employee Performance (2019)
11.	David Giauque, Simon Anderfuhren-Biget and Frederic Varon (2019)	Stress and Turnover Intentions in International Organizations: Social Support and Work-Life Balance as Resources (2019)
12.	Huong Le, Alexander Newman, Jane Menzies, Connie Zheng and Jan Fermelis (2020)	Work-Life Balance in Asia: A Systematic Review (2020)
13.	Sivarajah Harikaran and Van Nadesan (2018)	The Relationship Between Work-Life Balance, Organizational Citizenship Behavior and Organizational Performance: Literature Review (2018)
14.	Melika Shirmohammadi, Wee Chan Au and Mina Beigi (2022)	Remote Work and Work-Life Balance: Lessons from the Covid-19 Pandemic and Advice for HRD Practitioners (2022)
15.	Lina Vyas (2022) (Vyas, 2022a)	The "New Normal" at Work in a Post-COVID World: Work-Life Balance and the Labor Market (2022)

Based on Table 1 above , from 15 journals research conducted from 2018 to 2022, can concluded that work-life balance is A a concept that refers to balance between work and life personal somebody . In facing the dynamics environment moment This , work-life balance becomes the more important For guard mental and physical health somebody .

Technology has change method We work and interact One each other. Increasing accessibility technology in life daily make work can done from anywhere and anytime _ just . However , p this can also be done result disappearance limitation between time work and time personal . For face change is required _ discipline self in separate time work and time personal . It's a good idea to set a time limit work and make sure No Work exceeded the stated time limit set . Plus , you can too do useful activity _ for self yourself at the time free , like exercising or gather together family .

Then demands more work _ tall can cause somebody feel stress and loss balance between work and life personal . However For avoid matter the can done with set priority work and organize timetable effective work . _ For example priority work can done with share work become mandatory task _ completed on the day that and the tasks that can be postponed . Apart from that , it is also important to know limitation yourself and ask help when required .

Apart from that , the environment work that doesn't Healthy can impact negative to balance between work and life personal . This matter can overcome with create environment healthy and supportive work . _ For create environment healthy work , company _ can give flexibility of working hours , providing sufficient leave , as well offers health and fitness programs . Apart from that , it is also important to build good communication _ between superiors and subordinates For ensure support and trust among _ both of them .

Research result from journal research that has been written previously is work-life balance in face dynamics environment that is dynamics environment can affect work-life balance. A number of results study show that change environment can influence level stress and pressure on workers , which ultimately can influence balance between work and life personal . However , there is also research that shows that organization can play role important in help employee reach balance between work and life personal in face dynamics environment . A number of the way it is done organization provide, among other things flexibility work , offering health and fitness programs , as well grow culture supportive work _ balance between work and life personal . However , results study varies depending on the variety factors , incl context organization , type jobs , and characteristics individual .

CONCLUSION

Balance life Work is A a concept that refers to a situation in which a person can reach balance between work and life personal . However , in environment continuous dynamic _ change , achieve balance life Work Can become more difficult . Therefore _ that's a lot study has done For identify possible strategies and formulations help individual reach balance life Work in face change dynamics environment . Some successful strategies and formulations identified in studies literature This among others:

1. Time and place flexibility: Time and place flexibility gives individuals greater control over when and where they do their work. This can help individuals adapt their work to their personal needs and reduce conflict between work and personal life.
2. Reducing work demands: Reducing work demands such as tight deadlines and overworked tasks can help individuals reduce stress and get more time for their personal lives.
3. Using the right technology: using the right technology such as time management apps can help individuals manage their time effectively and increase their productivity.
4. Develop healthy living habits: Healthy living habits such as exercising regularly and maintaining a balanced diet can help individuals reduce stress and improve their overall health.
5. Get support from family and friends: Support from family and friends can help individuals cope with stress and balance their work and personal lives.

In facing the dynamics change environment , important For consider factors like technology , demands work , and health in reach balance life Work . With using appropriate strategies and formulations , individuals can reach healthy balance _ between work and life personal .

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