

# THE EFFECT OF WORK-LIFE BALANCE AND BURNOUT JOB SATISFACTION OF PART-TIME UNIVERSITY STUDENTS KARAWANG STRUGGLE BUANA (Case Study of Management Students Class of 2021)

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## ABSTRACT

This research aims to identify, analyze and explain how work-life balance and burnout factors influence the job satisfaction of part-time students at Buana Perjuangan University, Karawang. This research adopts a quantitative method, namely using multiple linear regression analysis and SPSS-26 as an analysis tool. The total population for this study is all management students from the class of 2021 who work while studying at Buana Perjuangan University, Karawang, and a saturated sample of 110 people was found. The results of this research suggest that the work-life balance variable has a significant positive effect on partial job satisfaction, with a calculated t value of  $5.320 > 1.982$ . On the other hand, the burnout variable has a significant negative effect on job satisfaction, namely the calculated t value is  $-2.056$  or the absolute value is  $2.056 > 1.982$ . The combined influence of work-life balance and burnout on job satisfaction is 21%, while the other 79% is influenced by external factors that have not been tested and discussed in this research.

**Keywords :** Job Satisfaction, Work-life Balance, Burnout, Part-time Students.

## INTRODUCTION

The world of education has an important role in shaping the character of each individual. Continuing a higher level of education is an important part of developing insight and knowledge. In carrying out education at universities, students are certainly not free from various problems in managing work carried out outside the university environment. Known as an Industrial City, Karawang Regency is an industrial center in Indonesia which has many universities, both private and state. On the other hand, the phenomenon of learning while working is something that is already familiar in our country. Students who choose to study while working consider various aspects, one of which is economic conditions, as one of their main motivations. In 2019, the Central Statistics Agency (BPS) stated that the number of working students reached 2.2 million people in Indonesia. The Central Statistics Agency (BPS) also stated that around 6.98% of students in our country aged 10 to 24 years study while working.

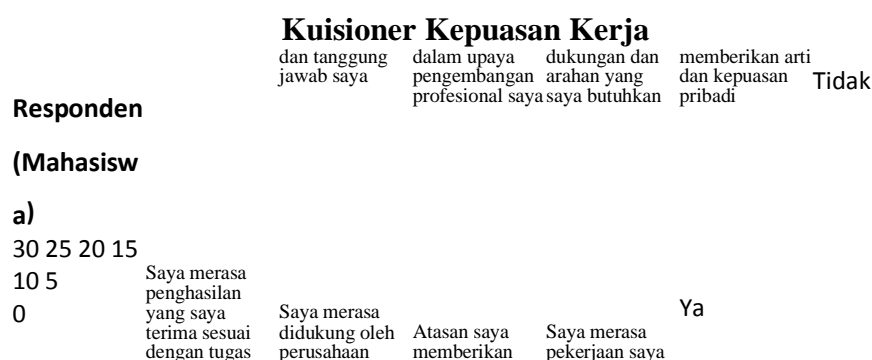
Both employees and students have important choices in managing their time. Everyone is expected to find balance in their work life. Therefore, the ability to balance work time, free time and the learning process must be realized (Sukardi et al., 2022). Buana Perjuangan Karawang University is a private university in Karawang Regency which is included in the list of campuses that provide employee classes (Yahya, 2022).

Many private university students, especially at Buana Perjuangan University

Karawang, work part-time outside of their study hours. As a result, many students are tired because they have to work while studying. This will definitely require more attention and reduce their physical condition. Excessive stress can also affect work and campus activities if students cannot organize their routines (A. Ridwan, 2023). Students often face academic burdens and pressure to succeed. Academic stress and academic load can disrupt the balance in a student's life. In addition, burnout can cause a loss of work-life balance because it is difficult to maintain harmony between personal, work and academic life. Routines can become difficult for students who cannot balance life on campus with their work.

According to Handoko (2020: 193) states that job satisfaction, also known as job satisfaction, can be described as the way employees view the work they do, such as feelings that make them happy or unpleasant. A worker can be satisfied with certain parts of their job, while they can be dissatisfied with other parts. The current work situation assessment determines a person's level of job satisfaction. Employees who feel predominantly satisfied will be more loyal to their work and do it well. If there is no difference between reality and what is expected, a person is said to be satisfied with his work because the minimum expected limit has been met (Bhastary, 2020).

To see the level of job satisfaction among students at Buana Perjuangan University, Karawang, a pre-research survey was conducted on 30 student respondents who worked while studying. The following is data on the distribution of questionnaires regarding the job satisfaction conditions of part-time students at Buana Perjuangan University, Karawang.



#### Daftar Pertanyaan

(Source: 2024 data processing)

### Diagram 1 Pre-Research Results

The diagram of the results of the job satisfaction survey of students who study while working shows students' answers to five questions relating to aspects such as work facilities, salary, promotional opportunities for self-development, direction from superiors, and the meaning of work. The results of a job satisfaction survey of students who work while studying show that the majority of respondents feel that their work does not provide meaning and personal satisfaction. This shows that even though practical aspects such as facilities and

salaries are met, student workers still face challenges in finding meaning and satisfaction in their work. Job satisfaction impacts work-life balance, as satisfied individuals are more likely to be able to manage their time well and prioritize their personal needs alongside work demands.

A previous study by Rahmawati & Gunawan (2019) examined the relationship between job satisfaction and work-life balance, and found that most of the job satisfaction of the Indonesian Millennial generation was influenced by work-life balance. On the other hand, research by Endeka et al. (2020) found that even though the level of work-life balance was high or low, there was no significant relationship between job satisfaction and a lower level of work-life balance.

Burnout can also affect job satisfaction levels, apart from disrupting personal life and the work environment. Megaster et al. (2021) found that fatigue or burnout has a negative and significant influence on the level of employee satisfaction with their work. However, Hafizh et al. (2021) found different results, stating that fatigue was not found to have a significant effect on employee job satisfaction in their work environment. This relationship can be depicted in the following table based on previous research:

**Table 1. Previous Research Gap Research**

<b>Variabel</b>	<b>Hasil</b>	<b>Peneliti</b>
Pengaruh <i>Work-life Balance</i> terhadap Kepuasan Kerja	Berpengaruh	Rahmawati & Gunawan (2019)
	Tidak berpengaruh	Endeka et al. (2020)
Pengaruh <i>Burnout</i> terhadap Kepuasan Kerja	Berpengaruh	Megaster dkk. (2021)
	Tidak berpengaruh	Hafizh et al. (2021)

(Source: 2024 data processing)

Based on the results of a pre-survey involving 30 student respondents who work while studying, as well as the shortcomings and differences in results in previous studies and research, researchers are interested in raising the title "The Influence of Work-life Balance and Burnout on Job Satisfaction of Part-Time Students at Buana Perjuangan University, Karawang ."

## RESEARCH PURPOSES

The aim of this research is to find out, analyze and explain:

1. The influence of partial work-life balance on part-time students' job satisfaction time at Buana Perjuangan University, Karawang.
2. The effect of partial burnout on part-time students' job satisfaction Buana Struggle University, Karawang.
3. The simultaneous influence of work-life balance and burnout on job satisfaction part-time student at Buana Perjuangan University, Karawang.

## LITERATURE REVIEW

### 1. Understanding Management

Management is defined as an action or effort to achieve goals through a process with a system with clear division of roles, which effectively and efficiently maximizes individual contributions, funds, physical and other sources (J. Juhji, 2020). Therefore, management tasks include many things, including determining where the organization will move in the future, creating organizational plans, encouraging organizational members to cooperate with each other, and overseeing efforts made to meet organizational goals. This is in line with the general definition of management, which states that management is an art and discipline that focuses on organizing, managing and controlling human resources in order to achieve certain goals (Rismayadi and Suroso, 2020). Management can be defined as a process for organizing and evaluating the use of resources, including employees, productively and effectively to achieve certain goals (Jannah, 2021).

Based on the point of view above, it can be concluded that management is the process of arranging, planning, organizing, coordinating and making decisions to carry out a task in an organization more effectively and under control.

## **2. Human Resource Management**

Human resource management (HR) is a science that explores the methods and disciplines used to plan, manage and manage the involvement and role of human resources through efficient and effective techniques so that they can be fully utilized to achieve common goals for the company, society, and employees throughout the world (Wayan Dian Irmayani, 2021).

Managers must be able to manage an employee in the right position, in the right situation, and have the skills needed to help achieve their company or organization's goals (Anika Amelia, 2021). Human resources (HR) work together with other resources in each company to achieve goals. This is a process called HR management. Without competent human resources, even the most sophisticated machines will not function properly.

### **3. a. Work-life Balance**

According to Ganaphati (2019), work-life balance is where an employee is able to maintain stability between work life and personal matters. Someone who has work life balance can fulfill commitments to family, work and other responsibilities outside of their job. Students who work while studying also need to be able to manage their time and set priorities so they can balance their work and academic obligations (Yoevita, 2022).

Four main dimensions are involved in managing work-personal life balance, also known as work-life balance: (1) Work Interference with Personal Life, which measures the degree to which work interferes with one's personal life; (2) Personal Life Interference with Work, which shows how aspects of personal life can influence a person's professional performance; and (3) Personal Life Enhancement, which describes how personal life interferes with one's professional life.

Meanwhile, Work Interference With Personal Life (PLIW) describes the degree to which a person's personal life interferes with their work, such as the responsibility of caring for parents or other family members. Work-life balance indicators such as WIPL show things such as (a) time, (b) workload, and (c) high levels of stress, which can reduce a person's personal time (Anggoro NFS in Aderia Juniar, 2020). Work



Enhancement of Personal Life (WEPL) is an indicator that describes the skills a person gets from their job, which can be applied in their daily life (Nafis, Chan, and Raharja, 2020) PELEW includes (a) work situations, (b) ties between co-workers, and (c) social life outside the world of work, which can stabilize mood while working.

### **b. Burnout**

According to Santi (2020), fatigue or burnout is when someone feels physically, emotionally and mentally tired due to conditions that require emotional energy for a long time. Burnout is also known as a psychological condition characterized by excessive tiredness, apathy, and a lack of confidence in your ability to achieve your goals at work. During work, increased interpersonal stress and ongoing stress responses can cause this to happen (Wardani, 2021). Yuki (2021) found that employee fatigue levels influence job satisfaction. In other words, the level of stress a person experiences is closer to their level of job dissatisfaction.

According to Maslach in Septilla et al. (2020), the dimensions of burnout are (a) depersonalization, (b) emotional exhaustion, and (c) decreased personal achievement. Meanwhile, indicators of fatigue, according to Maslach in Siti NR (2021), are (1) feeling frustrated, (2) bored, (3) getting tired quickly, (4) depression, (5) being indifferent or indifferent, (6) negative perception towards oneself, and (7) feelings of dissatisfaction with one's work performance.

### **c. Job satisfaction**

According to Rivai in the book Rahmawati et al. (2020), job satisfaction can be defined as an assessment of someone's feelings of happiness or displeasure regarding their level of satisfaction or dissatisfaction with the work they complete. In his research, Ardiyan (2024), said that if a company wants to stay on the desired business path and achieve its best performance, procedures and work environment must make employees happy.

According to Robbins & Judge in Simanjuntak and Sitio (2021), job satisfaction consists of five dimensions: (1) salary or wages (pay), (2) work itself, (3) opportunities for promotion, (4) supervision, and (5) relationships with co-workers.

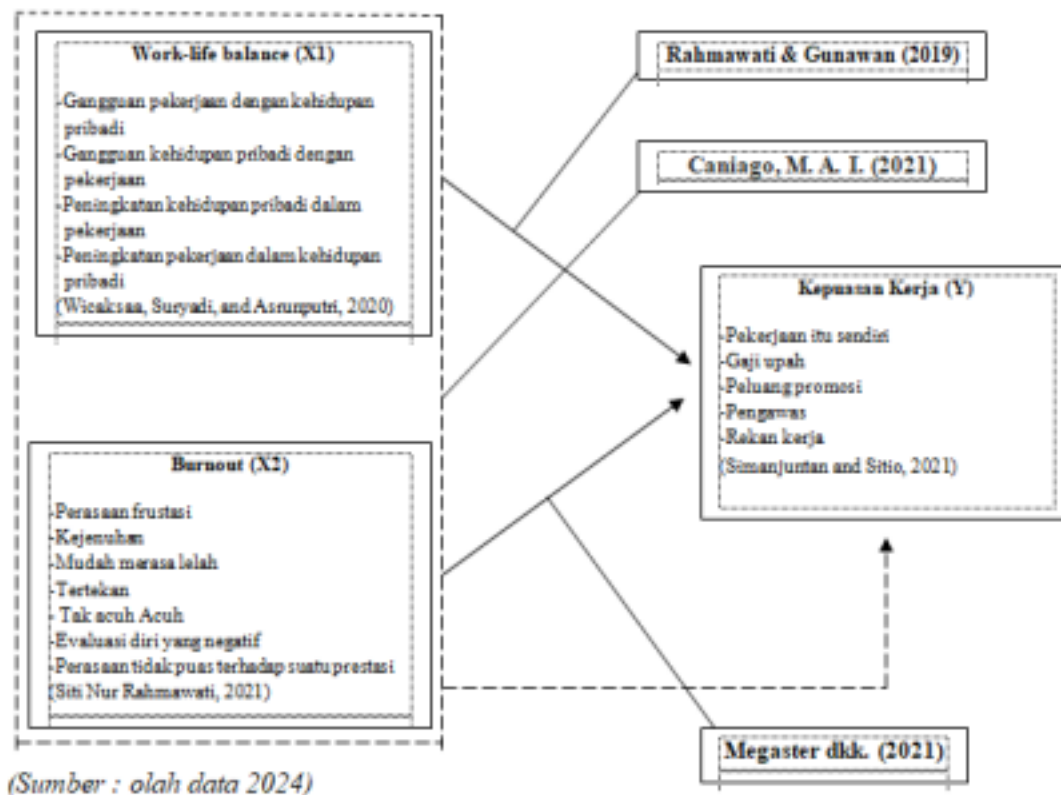
The job itself is considered a major factor in job satisfaction because it provides interesting work, opportunities to learn, and increases the employee's self-confidence and abilities. Salary (pay) is calculated using several indicators: (1) Internal justice: employees who perform tasks must receive equivalent compensation; (2) External justice: employees must receive compensation that is comparable to employees in other companies. (3) Decent standard of living, (4) Ability to meet needs, (5) Motivation to work, and (6) health insurance. Promotion includes (1) seniority by demonstrating strength, ideas, and rational management; (2) work performance with good work results, loyalty and responsibility. Supervisor (supervision) by observing how superiors work in providing directions and regulations that are implemented well. Friends in a cooperative company are a very important source of job satisfaction, ranking second after relationships with coworkers themselves. In particular, cooperative workers are the most reliable source of protection, welfare and support for each employee (Aniversari and Sanjaya 2022)

## **RESEARCH FRAMEWORK AND HYPOTHESIS**

### **a. Framework**

Sugiyono (2019) said that a framework is a collection of ideas or study or research guidelines that are used by researchers as a basis for conducting research on a particular topic.

In this case, the framework is based on relevant variables, each with measurable indicators.



**Gambar 1**  
Kerangka Penelitian

## b. Research Hypothesis

Creswell in Dewi (2021) states that in most cases, hypotheses come from numerical estimates of the population which are evaluated from research sample data. Hypothesis testing is a statistical procedure in which researchers test temporary assumptions about a particular population obtained from a research sample. The following research hypothesis is put forward based on the description, relevant theory, and framework:

**H1** :It is suspected that there is a partial influence of work-life balance on the job satisfaction of part-time students at Buana Perjuangan University, Karawang. **H2** :It is suspected that there is a partial influence of burnout on the job satisfaction of part-time students at Buana Perjuangan University, Karawang. **H3** :It is suspected that there is a simultaneous influence of work-life balance and burnout on the job satisfaction of part-time students at Buana Perjuangan University, Karawang.

## RESEARCH METHODS

Taking a quantitative analysis approach, this research aims to collect data through sample responses via a questionnaire. This study was conducted at Buana Perjuangan University, Karawang and focused on students who work part-time. In this research, the respondents were students and students of the active Management Study Program class of 2021. Researchers collected data by distributing questionnaires to part-time students to obtain information about the topics studied. .

The entire population in this study was taken as a sample, or a saturated sampling technique. This study involved 110 respondents, who were students of the 2021 class of the

Management Study Program at Buana Perjuangan University, Karawang. Researchers used a survey method, which involves questionnaires that have been tested for validity and credibility, to collect data. Next, the classical assumption test is used to verify the quality of the research data. Apart from that, classical assumption tests include normality, multicollinearity and heteroscedasticity tests. The results showed that the data met the required standards, so it was considered suitable for further analysis. The analysis used is multiple linear analysis to test the hypothesis. This is done by carrying out a determination test and t test.

## RESEARCH RESULTS AND DISCUSSION

### Research Result

#### 1). Validity Test

Validity testing is a process used to evaluate the capacity of the measuring instrument used to measure what it is supposed to measure. With a distribution at 5% two-way test significance of 0.361, the r table is found for  $N = 30 - 2$ ,  $N = 28$ . The validity test results are displayed in the following table:

**Tabel 2. Hasil Uji Validitas**

Variabel	Item	r Tabel	r Hitung	Keterangan
Work-life Balance	X1.1	0.361	0.494	Valid
	X1.2	0.361	0.425	Valid
	X1.3	0.361	0.579	Valid
	X1.4	0.361	0.401	Valid
	X1.5	0.361	0.461	Valid
	X1.6	0.361	0.432	Valid
	X1.7	0.361	0.470	Valid
	X1.8	0.361	0.598	Valid
	X1.9	0.361	0.491	Valid
	X1.10	0.361	0.403	Valid
	X1.11	0.361	0.425	Valid
	X1.12	0.361	0.439	Valid
	X1.13	0.361	0.443	Valid
	X1.14	0.361	0.449	Valid
	X1.15	0.361	0.479	Valid
Burnout	X2.1	0.361	0.572	Valid
	X2.2	0.361	0.487	Valid
	X2.3	0.361	0.461	Valid
	X2.4	0.361	0.451	Valid
	X2.5	0.361	0.481	Valid
	X2.6	0.361	0.437	Valid
	X2.7	0.361	0.434	Valid
	X2.8	0.361	0.465	Valid
	X2.9	0.361	0.453	Valid
	X2.10	0.361	0.437	Valid
	X2.11	0.361	0.433	Valid
	X2.12	0.361	0.512	Valid
	X2.13	0.361	0.411	Valid
	X2.14	0.361	0.431	Valid
	X2.15	0.361	0.423	Valid
Kepuasan Kerja	Y1	0.361	0.588	Valid
	Y2	0.361	0.562	Valid
	Y3	0.361	0.431	Valid
	Y4	0.361	0.438	Valid
	Y5	0.361	0.432	Valid
	Y6	0.361	0.508	Valid
	Y7	0.361	0.616	Valid
	Y8	0.361	0.478	Valid
	Y9	0.361	0.399	Valid
	Y10	0.361	0.769	Valid
	Y11	0.361	0.739	Valid
	Y12	0.361	0.600	Valid
	Y13	0.361	0.442	Valid
	Y14	0.361	0.595	Valid
	Y15	0.361	0.529	Valid

Sumber : Olah data SPSS 26, 2024

Using computer-assisted correlation analysis (SPSS-26), instrument correlation coefficients were calculated. The results show that the three instrument item variables are stated correctly, and the data can be used.

## 2). Reliability Test

In this section, the test carried out is a reliability test which is used to see how consistent an instrument is. If the same instrument is used to assess the same object repeatedly, the results obtained must be consistent. Instruments that produce consistent results are called reliable. Cronbach's alpha formula is used to assess reliability. If the Cronbach's alpha value is greater than 0.60, then the item corresponds to reliable or high quality data.

**Tabel 3. Hasil Uji Reliabilitas**

No.	Variabel	Cronbach Alpha	Alpha	Keterangan
1.	Work-life Balance	0,739	0,60	Reliabel
2.	Burnout	0,716	0,60	Reliabel
3.	Kepuasan Kerja	0,821	0,60	Reliabel

Sumber : Olah data SPSS 26, 2024

Because the Cronbach Alpha ( $\alpha$ ) value with the two independent variables used in this analysis is greater than 0.60, indicating that the variables are reliable and consistent, the table above depicts all variables considered "reliable" for a measure such as work-life balance , level of fatigue, and job satisfaction.

## 3). Normality Test

The normality test was carried out to see to what extent the data were normally distributed or not on the dependent and independent variables in the regression model in this study. This result can be explained by looking at the normal distribution graph and using the Kolmogorov-Smirnov test. The results of the examination carried out with the help of SPSS version 26 tools are as follows:

**Tabel 4. Hasil Uji Normalitas**

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		110
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	5,53962886
Most Extreme Differences	Absolute	,082
	Positive	,054
	Negative	-,082
Test Statistic		,082
Asymp. Sig. (2-tailed)		,067 <sup>c</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Sumber : Olah data SPSS 26, 2024

To show that the residuals follow a normal distribution, the normality test shows a significance value of 0.067, which is greater than 0.05.

## 4). Multicollinearity Test

Multicollinearity is tested to measure whether the independent variables in the regression model are correlated or related to each other. A successful analysis model has results that have no correlation between independent variables.



**Tabel 5. Hasil Uji Multikolineritas**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	34,660	6,734		5,147	,000		
	<i>Work-life Balance</i>	,608	,114	,480	5,320	,000	,908	1,102
	<i>Burnout</i>	-,179	,087	-,185	-2,056	,042	,908	1,102

a. Dependent Variable: Kepuasan Kerja

Sumber : Olah data SPSS 26, 2024

There is no correlation between the free parameters, we can see this in Table 5, the research results do not show intercorrelation (strong association) because the VIF value is  $1.102 < 10$  and the tolerance value is  $0.908 > 0.10$ . The absence of multicollinearity indicates that the regression analysis model is correct.

### 5). Heteroscedasticity Test

In the heteroscedasticity test, the significance value is used to determine whether there is heteroscedasticity in the data. A significance value above 0.5 indicates that there is no heteroscedasticity in the data, while a significance value below 0.5 indicates that there is heteroscedasticity.

**Tabel 6. Hasil Uji Heteroskedastisitas**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,534	4,437		1,473	,144
	<i>Work-life Balance</i>	-,064	,075	-,086	-,852	,396
	<i>Burnout</i>	,021	,057	,037	,361	,719

a. Dependent Variable: ABS\_RES

Sumber : Olah data SPSS 26, 2024

There are no symptoms of heteroscedasticity in the work-life balance (X1) and burnout (X2) variables, with a significance value of  $0.396 > 0.05$ .

### Multiple Regression Analysis

When research involves one, two or more independent variables, multiple regression analysis can be used for research. Multiple linear regression functions to identify how each independent variable behaves and how much influence it has on the dependent variable. The results of data testing carried out using SPSS 26 show the following findings:

**Tabel 7. Hasil Uji Analisis Berganda**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	34,660	6,734		5,147	,000		
	<i>Work-life Balance</i>	,608	,114	,480	5,320	,000	,908	1,102
	<i>Burnout</i>	-,179	,087	-,185	-2,056	,042	,908	1,102

a. Dependent Variable: Kepuasan Kerja

Sumber : Olah data SPSS 26, 2024

From the table above, we get the regression equation  $Y = 34,660 + 0,608X_1 - 0,179X_2$

1. Constant (a) is obtained at 34,660, meaning that if the independent variables work-life balance and burnout are constant, then the dependent variable Job Satisfaction is 34,660 units.
2. 0.608 (X1) is the regression coefficient value of the work-life balance variable on Job satisfaction means that if work-life balance increases by one unit then Job satisfaction will increase by 0.608 or 60.8%.
3. -0.179 (X2) is the regression coefficient value of the burnout variable on satisfaction work means that if the burnout variable increases by one unit then satisfaction employment will decrease by 0.179 or 17.9%.

### t Test (Partial Test)

The dependent variable and independent variables are individually measured using a partial test (t test). The t table value is 1.982 based on degrees of freedom (Df) 108, and a significance value ( $\alpha$ ) 0.05.

**Tabel 8. Hasil Uji t Parsial**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	34,660	6,734		5,147	,000		
	<i>Work-life Balance</i>	,608	,114	,480	5,320	,000	,908	1,102
	<i>Burnout</i>	-,179	,087	-,185	-2,056	,042	,908	1,102

a. Dependent Variable: Kepuasan Kerja

Sumber : Olah data SPSS 26, 2024

In Table 10 the results of the t test above can be concluded as follows :

1. Work-life balance for the Job Satisfaction variable has a significance of  $0.000 < 0.05$  and the calculated t value is  $5.320 > 1.982$ , then the conclusion of the partial test The results of the Work-life Balance variable on the Job Satisfaction variable are: positive influence and the hypothesis is acceptable.
2. The significance of Burnout on Job Satisfaction is  $0.042 < 0.05$  and the t value the calculation is -2.056 or the absolute value is  $2.056 > 1.982$ , then the conclusion Partial test of the Burnout variable has a negative and significant effect on satisfaction Work. **Simultaneous**

### F Test

The simultaneous test, also known as the f test, functions as a tool to estimate the effect of independent (free) variables on the dependent (dependent) variable. The results are as follows:

**Tabel 9. Hasil Uji f Simultan**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	891,282	2	445,641	14,255	,000
	Residual	3344,936	107	31,261		
	Total	4236,218	109			
a. Dependent Variable: Kepuasan Kerja						
b. Predictors: (Constant), Worklife Balance, Burnout						

Sumber : Olah data SPSS 26, 2024

Because the significance value is  $0.000 < 0.05$  and the calculated f value is  $14.255 > 3.08$ ,  $H_0$  is rejected and  $H_3$  is accepted. The research results show that the work-life balance and burnout variables simultaneously influence the job satisfaction variables of part-time students at Buana Perjuangan University, Karawang.

### Coefficient of Determination Test

Two independent variables can influence the dependent variable. The influence of work-life balance (X1) and fatigue (X2) on job satisfaction (Y) are their respective independent variables. The level of involvement of the independent variable in changes in the dependent variable is measured by the coefficient of determination.

**Tabel 10. Hasil Uji Koefisien Determinasi**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,459 <sup>a</sup>	,210	,196	5,59116
a. Predictors: (Constant), Worklife Balance, Burnout				
b. Dependent Variable: Kepuasan Kerja				

Sumber : Olah data SPSS 26, 2024

The table shows that the coefficient of determination (R Square) value of 0.210 explains that 21% of the influence of work-life balance and burnout on the job satisfaction of part-time students at Buana Perjuangan University, Karawang. Other variables that have not been examined in this research and research study account for 79% of this influence.

### Verification Discussion

#### 1. The Influence of Work-life Balance on Job Satisfaction

After discussing the regression analysis, this research shows that, with a calculated t value of  $5.320 > 1.982$ , and a significance probability of  $0.000, < 0.05$ , work-life balance has a significant influence on the job satisfaction of part-time students at Buana University. Karawang Struggle. This determines that  $H_0$  is rejected and  $H_1$  is accepted, indicating that work-life balance has a positive impact on the level of job satisfaction of part-time students at Buana Perjuangan University Karawang.

A previous study by Rahmawati & Gunawan (2019) found that the level of balance between work and life (work-life balance) has an influence on the level of job satisfaction of millennial generation employees in Indonesia.

## **2. The Effect of Burnout on Job Satisfaction**

After discussing the regression analysis, this research shows that burnout has a significant influence on the job satisfaction of part-time students at Buana Perjuangan University, Karawang.  $H_0$  is rejected and  $H_2$  is accepted, according to  $t$  count  $-2.056$  or absolute value  $2.056 > 1.982$ , and significance probability  $0.042 < 0.05$ . In this research it can be concluded that burnout has a significant negative impact on the level of satisfaction of part-time students at Buana Perjuangan University Karawang with their work.

Megaster et al. (2021) found that fatigue has a negative and significant effect on the job satisfaction of CV Nusantara Lestari employees.

**3. The Influence of Work-life Balance and Burnout on Job Satisfaction** Job satisfaction (Y), burnout (X1), and work balance (X1) have a significant correlation with each other, according to data from SPSS version 26.  $H_0$  is rejected and  $H_3$  is accepted accordingly. Job satisfaction of part-time students at Buana Perjuangan University Karawang is influenced simultaneously by work balance and fatigue, with a significance value of  $0.000 < 0.05$  and a calculated  $F$  value of  $14.255$  above  $3.08$ .

In this research, the results are commensurate with the results of a previous analysis made by Caniago, M. A. I. (2021), which showed that the level of employee job satisfaction at PT Bank Sumut Syariah Medan was significantly influenced by the two factors work-life balance and burnout.

## **CONCLUSIONS AND IMPLICATIONS**

### **Conclusion**

The results of this research include the following important findings:

1. From the discussion and several regression tests carried out, this research shows that work-life balance (X1) has an effect on job satisfaction (Y), with a positive and significant effect.
2. Based on the research results, it can be concluded that burnout (X2) has an influence on job satisfaction (Y), although the influence is negative and significant.
3. The research results show that work-life balance (X1) and burnout (X2) were both found to have an equally significant influence but the influence of burnout was negative on the job satisfaction of part-time students at Buana Perjuangan University, Karawang.

### **Implications**

Based on research conducted by the author, there are several implications that can be considered. One of them is that it is important for part-time students to pay attention to how to deal with stress. Educational institutions and companies can build mental and physical well-being programs to help students or employees manage their workload and personal lives by identifying the various factors that influence fatigue and job satisfaction. Companies can also assist in the formulation of education policies by considering changes to schedules, division of tasks, and other resources to improve balance between the world of work and personal matters.



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