

Bibliometric Analysis of Work Life Balance on Employee Performance

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ABSTRAK

Tujuan dari penelitian ini adalah untuk mempelajari lebih lanjut tentang hal-hal yang berkaitan dengan pekerjaan dan kehidupan pribadi seorang karyawan, termasuk keseimbangan kehidupan kerja, keseimbangan waktu, dan keseimbangan kepuasan. Untuk analisis literatur dalam penelitian ini, database Science Direct digunakan untuk menyaring artikel yang diterbitkan dari tahun 2015-2025 melalui studi bibliometrik. 412 artikel ditemukan sesuai dengan kriteria yang telah ditetapkan dengan kata kunci seperti work-life balance dan kesehatan. Data dianalisis menggunakan Vosviewer. Hasil penelitian menjelaskan bagaimana menganalisis Co-authorship, Co-occurrence, dan Citation. Diharapkan bahwa penelitian ini akan berguna untuk penelitian lebih lanjut tentang masalah keseimbangan kehidupan kerja (juga dikenal sebagai work-life balance).

Kata Kunci: Kinerja Karyawan, Keseimbangan Kerja, Kesejahteraan Karyawan, Kehidupan Pribadi, Bibliometrik

ABSTRACT

The purpose of this research is to learn more about matters related to an employee's work and personal life, including work-life balance, time balance, and satisfaction balance. For the literature analysis in this study, the Science Direct database was used to screen articles published from 2015-2025 through a bibliometric study. 412 articles were found according to the predefined criteria with keywords such as work-life balance and health. Data were analyzed using Vosviewer. The results explain how to analyze Co-authorship, Co-occurrence, and Citation. It is hoped that this research will be useful for further research on the issue of work-life balance (also known as work-life balance).

Keywords: Employee Performance, Work Life Balance, Employee Welfare, Personal Life, Bibliometrics

INTRODUCTION

Work-life balance is the extent to which an employee is engaged and satisfied with his or her job. It applies to both work and non-work life (Greenhaus, Collins, & Shaw, 2003). Nafiudin said that if someone cannot balance between their problems outside the office and their work, they may have to look for another job or even quit. In addition, workers may experience stress due to an imbalance between their life outside work and their life at home, or due to an imbalance between their life outside work and their life at home. Every worker faces occupational stress, which they cope with in their own way. Basically, a mismatch between one's abilities and the needs of the organization causes this to happen.

Job stress occurs when the needs of the job are not proportional to one's ability to cope with the situation. Rollinson (in Coetzee and Velliers, 2010) described workplace stress as the result of the interaction between a person and their job, characterized by changes that require a person to deviate from their normal functioning.

Individual characteristics, lifestyle, social support, appraisal of stress sources, life events, social demographics, and other factors related to work can influence the level of stress a person experiences and how they react to it at work.

According to Swift (in Atheya & Arora, 2014), it is very important for all employees and organizations to pay attention to work-life balance because facing two or more conflicting demands is very tiring and can cause stress, and reduce productivity. Employee well-being is crucial in the dynamic and evolving modern era (Wahdiniawati et al., 2024) and is critical to the success of an organization. Forward-thinking organizations now see employee well-being as a social responsibility and a strategic investment that increases productivity, creativity, and business sustainability. Nonetheless, an employee's well-being is not only determined by the salary or compensation provided; there are also other components that can affect job satisfaction, such as work-life balance and personal life.

Creating a comfortable, safe, and pleasant work environment is one way companies can improve the performance of their employees. Employees can achieve their best results in a suitable working environment. With compensation, very basic material needs are met. Companies provide compensation with the aim of encouraging employees to improve their performance.

The definition of compensation refers to goods given to employees in return for the services they provide to the company. In three organizations, every worker wants to get compensation that matches their expectations. If expectations are met, employees will remain eager to work. According to Handoko (2003), employee compensation is made and managed by the personnel department. Employees will be happier and more motivated to achieve company goals if their compensation is appropriate.

LITERATURE REVIEW

Analyze the most research citations on the topic of work-life balance, or the balance of employees' work life and personal life, and find out which articles have influenced the topic the most. Here are the top 5 rankings cited in this study:

No	Author & Publication Year	Title	Journal	Cite	Publisher
1	Inegbedion, H., Inegbedion, E., Peter, A., & Harry, L. (2020)	Perception of workload balance and employee job satisfaction in work organisations	Heliyon	129	Science Direct
2	Brauner, C., Wöhrman n, A. M., Frank, K., & Michel, A. (2019)	Health and work life balance across types of work schedules: A latent class analysis	Journal Applied Ergonomics	65	Science Direct
3	Bauwens, R., Muylaert, J., Clarysse, E., Audenaer t, M., & Decramer, A. (2020).	Teachers acceptance and use of digital learning environments after hours: Implications for work life balance and the role of integration preference	Computers in Human Behavior	62	Science Direct
4	Ninaus, K., Diehl, S., & Terlutter, R. (2021)	Employee perceptions of information communication technologies in work life, perceived burnout, job satisfaction and the role of work family balance	Journal Bussines	49	Science Direct

5	Santander, N., Lidón-Moyano, C., González- Marrón, A., Bunch, K., Martín- Sánchez,J. C., & Martínez- Sánchez, J.M. (2019)	Attitudeds toward working conditions: Are European Union workers satisfied with their working hours and work life balance?	Journal Gaceta Sanitaria	48	Science Direct
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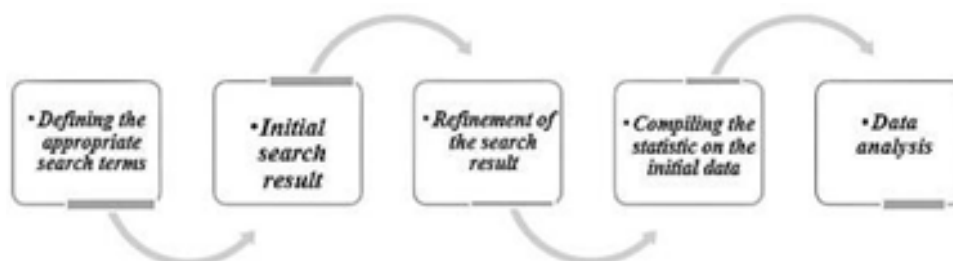
Table 1 above shows that the top ten articles have been cited 129 times. The first study is the first. This article discusses how employees compare their workload to others with the same income level or status and feel that they have a greater workload or are dissatisfied. The purpose of this article is to find out whether an employee's workload balance is very important due to the effects of work overload on employee health and psychology.

The second study had the second most citations at 65 times. In this study, six types of work schedules were grouped based on work time demand and control variables. The results showed that rigid standard schedules have low work time demands and low work time control, flexible schedules have low work time demands and high work time control.

Finally, the third most citations relate to research conducted by (Bauwens et al., 2020). This study aimed to investigate the relationship between the use of information technology (ICT), including the use of digital learning environments (DLEs) outside the schoolyard, and the time spent by teachers outside their working hours with their work-life balance. In the study, it was found that there are social influences that reduce teachers' work-life balance when they leave their working hours.

METHODS

Static and detailed methods are used in this bibliometric study. Based on the social, intellectual, and conceptual structure of the discipline, bibliometric analysis is a method to evaluate the development of research domains, including authors and topics of Science. This study uses the bibliometric method with five stages. Presented in the following graph:



Gambar 1. Lima Tahapan metode Studi Literatur Bibliometrik

1. Stage 1: Using databases such as Science Direct, the keyword "work-life balance" was used to collect data for this study.

2. Stage 2: In this study, the search criteria for supporting articles were limited to the previous 10 years, from 2015 to 2025. The criteria for these articles consisted of review and research articles.
3. Stage 3: Next, the article search results were sorted by criteria. A total of 412 articles met the criteria and keywords that had been set.
4. Stage 4: After the articles are found through search, related information such as title, author name, keywords, and journal specifications (publication journal, publication year, and issue) are collected into one folder in RIS format.
5. Stage 5: At this stage, the data used in the study was analyzed using the VOSviewer program to perform bibliometric analysis looking at citations, co- authorship, and co-occurrence.

Theoretical Foundation

1. Work Life Balance

Schergerhorn Ramadhani (2013) describes work life balance as a person's ability to harmonize work requirements with personal and family needs. Delecta (2011) states that work life balance is a person's ability to fulfill their work and family commitments to involvement, as well as other non- practical responsibilities. Every worker faces the challenge of finding a way to balance their work and family responsibilities. To help employees balance their work and personal lives, many businesses implement programs that benefit families, such as flexibility in working hours, job sharing, and activities outside of work.

2. Employee Performance

One important component in an organization or agency is performance. Performance can be defined as a description of the level of achievement of the implementation of the organization's goals, objectives, mission and vision, as described in the organization's strategic plan. Employee performance is the real behavior displayed by each person as a work achievement produced by employees according to their role in the company or company.

Good employee performance is one very important component in a company or company's efforts to increase productivity. Because each employee has a different level of ability to complete their tasks, the performance of an employee in a company or organization is individual.

RESULT AND DISCUSSION

A. Co-Authorship

In this study, the research objective was to analyze research written with the keywords "work- life balance" or "well-being". This research was collected from 2015 to 2025 through scopus databases such as Science Direct. by using Vosviewer to conduct bibliometric analysis for Coauthorship, Co-occurrence, and Citation.

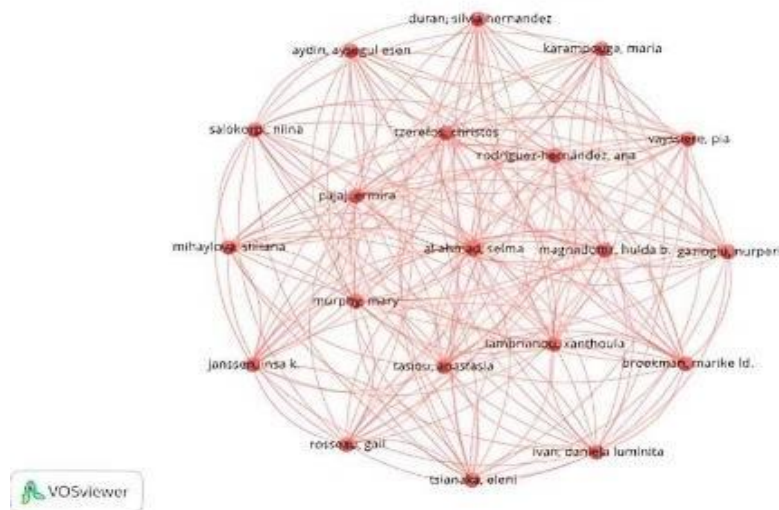


Figure 2. Co-Authorship

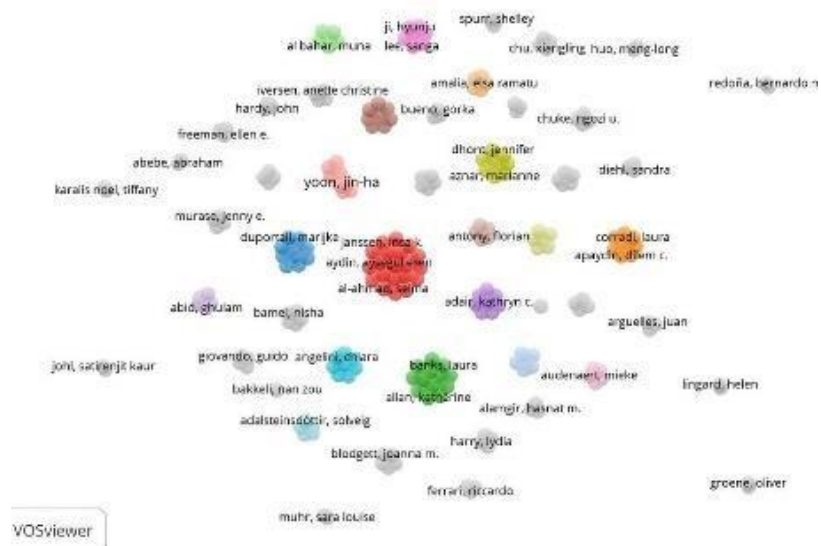


Figure 3. Co-Authorship (Unrelated)

Figure 2 shows that there is only one author network in red, indicating that it is the strongest and most connected to each other in conducting research on work- life balance. Figure 3 shows 49 groups conducting research together.

found that the top ten most cited studies based on the number of citations. This research is expected to be a source of information for future research.

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