



The Effect of Job Demand, Work-life Balance, and Organizational Commitment on Employee Performance in Employee Class Students of the Faculty of Economics at Mercu Buana University Yogyakarta

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Abstract: The purpose of this study is to determine the influence of job demand, work-life balance, and organizational commitment on employee performance in the Employee Class of the Faculty of Economics at Mercu Buana University Yogyakarta. The sample determination technique used is non-probability purposive sampling, with the criteria of active students of the Faculty of Economics, Mercu Buana University Yogyakarta for the class of 2020, 2021, and 2022 and have undergone dual roles namely studying by working for at least one year. In this study, 80 respondents were used. The results of the instrument test stated that all statement items were declared valid and reliable. The analysis techniques used are classical assumption analysis, multiple regression analysis and hypothesis testing. The results of this study show that Job demand and work-life balance have a positive and significant effect on employee performance, organizational commitment does not have a significant effect on employee performance, and simultaneously Job demand, work-life balance, and organizational commitment have a positive and significant effect on employee performance

Keywords: job demand, work-life balance, organizational commitment, kinerja Karyawan

Introduction

In the educational process, students have various needs that need to be met so that the teaching and learning process can run well. However, not all parents have the financial ability to meet their children's educational needs, while the scholarship programs available are limited and highly competitive (Yahya & Yulianto, 2018)). These economic limitations are the main reason why many students have to take on a dual role by working while studying (Mardelina & Muhson, 2017). In addition to economic factors, there are also students who choose to work while studying to gain work experience and expand relationships (Lucy, 2021)

However, taking on dual roles as students and workers can create role conflicts. Students often experience physical fatigue due to the lack of rest time between college and work (Lusi, 2021). Demands and problems in lectures and jobs force students who work while studying to overcome both at the same time, which has a negative impact on physical

health and causes stress (Felix et al., 2019). Working students will experience mental and physical fatigue due to this dual role, which will eventually lead to a decline in their workplace performance (Yahya & Yulianto, 2018).

Performance is a result achieved because they are motivated by their work and feel satisfied with the work they do (Aryana & Tj, 2017). (Future, 2023) said that employee performance that is not optimal is caused by one of the factors is high job demand, where employees are asked to be able to complete work in a fairly fast time. (October 2017) Defining job demand as a demand and demand that must be fulfilled from work by requiring continuous physical and mental effort so that it causes fatigue.

In addition to job demand, work-life balance is also one of the factors that affect employee performance (Bataineh, 2019). Work-life balance is a balance that is carried out in a person's life by not neglecting their duties and obligations at work but still being able to carry out all aspects of their personal life (Arifin & Muharto, 2022). Good employee performance can be supported by one of the steps, namely by strengthening employee commitment to the organization (Utomo, 2023). An attitude of loyalty given by a person by siding with an organization and having the goal and desire to maintain his membership in the organization is interpreted as organizational commitment (Nugroho et al., 2016).

The results of a pre-survey conducted by researchers on several employee class students at the Faculty of Economics, Mercu Buana University, Yogyakarta showed that subjects tended to feel that the performance they provide to the company is sometimes still not optimal. This can be seen when working, they experience physical fatigue because they have responsibilities in both roles with a fairly short break time. Therefore, employee performance is an important aspect that needs to be considered, especially for employees who have dual roles such as working with college. With the hope of being able to minimize the occurrence of conflicts in these two roles so that employees can provide optimal work performance which will then encourage the achievement of company goals. So researchers are interested in investigating factors that can affect employee performance, including job demand, work-life balance, and organizational commitment. Therefore, this study is aimed at analyzing how much the Influence of Job Demand, Work-life Balance, and Organizational Commitment on Employee Performance in Employee Class Students of the Faculty of Economics at Mercu Buana University Yogyakarta.

Hypothesis Development

1. The Effect of Job Demand on Employee Performance

Previous research conducted by (Utomo, 2023), (Diana & Frianto, 2020) revealed the results that job demand has a negative effect on employee performance, which means that the higher the job demand felt by employees, the lower the performance produced. Based on the points described above, the first hypothesis proposed in this study is as follows:

H1: Job demand has a negative effect on employee performance

2. The Effect of Work-life Balance on Employee Performance

Previous research conducted by (Arifin & Muharto, 2022), (Abdirahman et al., 2020) and Bataineh, (2019) revealed the results that work-life balance has a positive

and significant effect on employee performance, which means that the better the work-life balance is implemented, the more optimal the performance provided to the company, and vice versa. Based on the points described above, the second hypothesis proposed in this study is as follows:

H2: Work-life balance has a positive and significant effect on employee performance.

3. The Effect of Organizational Commitment on Employee Performance

Previous research conducted by Likdanawati et al., (2022) and Paramita et al., (2020) showed the results that organizational commitment had a positive and significant effect on employee performance, which means that the higher the organizational commitment had, the better the performance displayed. Based on these descriptive points, the third hypothesis proposed in this study is as follows:

H3: Organizational commitment has a positive and significant effect on employee performance.

4. The Simultaneous Influence of Job Demand, Work-life Balance, and Organizational Commitment on Employee Performance

Previous research conducted by Siahaan, (2019) Abdirahman et al., (2020), and Likdanawati et al., (2022) concluded that job demand, work-life balance, and organizational commitment have a positive effect on employee performance. Based on these descriptive points, the fourth hypothesis proposed in this study is as follows:

H4: Job Demand, Work-life Balance, and Organizational commitment simultaneously have a positive and significant effect on employee performance.

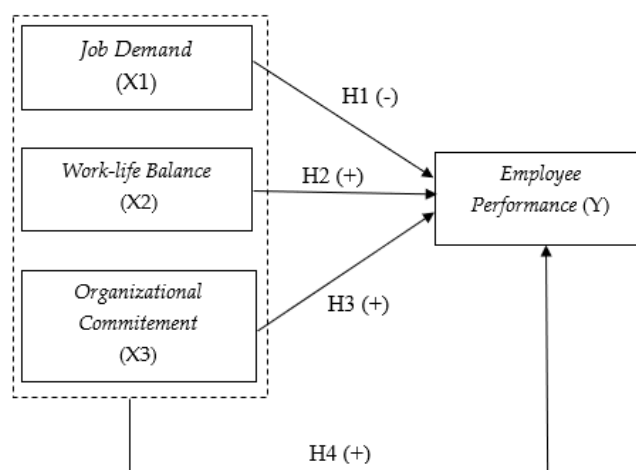


Figure 1. Research Outline

Research Method

This research is a type of research with a quantitative approach method, where the variables in this study are classified into independent and dependent variables and then the hypothesis that has been formulated is processed and tested statistically (Sugiyono, 2021). This research is causal associative, namely the formulation of questions that have a cause-and-effect between independent variables and dependent variables (Sugiyono, 2021). Population is a generalization of a unit of objects or subjects with certain characteristics and qualities determined by the researcher to be analyzed and drawn conclusions. The

population in this study is active students of the Faculty of Economics employee class consisting of the Management and Accounting Study Program of Mercu Buana University Yogyakarta for the 2020, 2021, and 2022 batches.

The sample is part of the overall specific characteristics taken from the population to be studied. In this study, the samples taken using the non-probability sampling method using the purposive sampling technique, which is a sampling technique based on certain criteria facing the research population (Sugiyono, 2021). The determination of the number of samples using the slovin formula with an error standard of 10%, 80 samples were obtained for this study. The sampling technique in this study uses the non-probability purposive sampling method, which is sample selection based on several criteria (Sugiyono, 2021). The criteria used for sampling are as follows:

1. Active student of the Faculty of Economics, Mercu Buana University, Yogyakarta
2. The class years are 2020, 2021, and 2022.
3. Currently undergoing a dual role, namely studying by working (at least one year has been running).

The data collection method uses a questionnaire and uses a likert scale in measuring his views.

Table 1. Scale Likert

No	Statement	Score value
1.	Strongly Agree	5
2.	Agree	4
3.	Netral	3
4.	Disagree	2
5.	Strongly disagree	1

Operational definition

Table 2. Operational definition

Variable	Definisi	Indicator	Skala
Employee Performance (Y)	Employee performance is a work result achieved because they are motivated to work and feel satisfied with the work they do (Aryana & Tj, 2017).	1. Quality 2. Quantity 3. Timeliness 4. Cost-effectiveness 5. Supervision 6. Interpersonal impact (Usman, 2018)	Likert
Job Demand (X1)	Job demand as a demand and demand that must be fulfilled from work by	1. Work overload 2. Emotional demand	Likert

	requiring continuous physical and mental effort so that it causes fatigue (October 2017)	3. <i>Technology demand</i> (Lee et al., 2017)	
<i>Work-life Balance</i> (X2)	<i>Work-life balance</i> as a balance that is carried out in a person's life by not neglecting his duties and obligations at work but still being able to carry out all aspects of his personal life (Arifin & Muharto, 2022)	1. Time management balance 2. Balance of meeting expectations 3. Balance of participation 4. Satisfaction balance (Rahmavati, 2016)	Likert
<i>Organizational Commitment</i> (X3)	An attitude of loyalty that a person gives by siding with an organization and has the purpose and desire to maintain his membership in the organization (Nugroho et al., 2016)	1. <i>Continuance commitment</i> 2. <i>Affective commitment</i> 3. <i>Normative commitment</i> (Mathis & Jackson, 2016)	Likert

Test Instrument

1. Validity test

The validity test was carried out on each item of the statement by assessing the difference between the r calculation and the r table with a significance level of 5% for degree of freedom ($df = n - 2$, n is the number of samples. If the result of r calculation $> r$ table, the statement submitted is valid, and vice versa if r calculates $< r$ table, the statement submitted is invalid (Ghozali, 2018).

2. Reliability test

Ghozali (2018) explained that the reliability test is a tool to measure a question form (questionnaire), where the questionnaire can be considered reliable (trusted). To test the reliability of the instrument (questionnaire) in this study, the Cronbach alpha (α) statistical test was used, where the variable will be considered reliable when the Cronbach alpha value is more than 0.6.

Classical Assumption Test

1. Normality test

Ghozali (2018) stated that the normality test is a statistical test to test whether the data obtained is normally distributed or not. The calculation in the normality test uses the Kolmogorov-Smirnov formula, where the data is said to be normally distributed if

the significance value > 0.05 , and the data is said to be not normally distributed if the significance value < 0.05 .

2. Multicolonality Test

The multicolonality test is a test to analyze whether there is a relationship between independent variables (Ghozali, 2018). If the tolerance value < 0.10 , multicolonality occurs, and vice versa. Then if $VIF > 10$, then multicolonality occurs, and vice versa.

3. Heteroscedasticity Test

The heteroscedacity test, according to Ghozali (2018), is used to determine whether there are unequal residual variations between data in the regression model. This test uses a park test between the free variable and the bound variable. If the significance value is $(r > 0.05)$, then there is no heteroscedaity, but if $(r < 0.05)$, then there is heteroscedaity (Ghozali, 2018).

Data Analysis Techniques

1. Descriptive Statistics

Descriptive statistics is a technique for collecting and presenting information (data) that is used to describe or describe the object being studied in the sample or population data of Sugiyono (2018). It is a descriptive statistical analysis, where the data that has been obtained is then presented descriptively the average value of the answers that respondents have given to the research variables. The average value categorized by the mean formula according to Umar (2011) is as follows:

$$\text{Skala Interval} = \frac{\text{skor maksimum} - \text{skor minimum}}{\text{jumlah h kelas}}$$

$$\text{Interval} = \frac{5-1}{5} = 0,8$$

Based on the calculation of the interval value above, the respondents' assessments can be categorized into the following averages:

Table 3. Interval

Average Value Interval	Categories Assessment
1,00 – 1,79	Very Low
1,80 – 2,59	Low
2,60 – 3,39	Keep
3,40 – 4,19	Tall
4,20 – 5,00	Very High

Source: Umar (2011)

2. Multiple Linear Regression Analysis

Multiple linear regression analysis is used to test the relationship between the

dependent variable and the independent variable. In this study, the influence of three independent variables, namely job demand (X1), work-life balance (X2), and organizational commitment (X3), on the dependent variable, namely employee performance (Y). The multiple linear regression analysis in this study is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

3. Coefficient of Determination (R²)

The determination coefficient (R²) is used to calculate how much an independent variable can explain the dependent variable. If the range of R² values is close to one, it shows that the free variable has a great influence on the bound variable (Ghozali, 2018).

Uji Hipotesis

1. Test t

The t-test is a statistical method used to test the partial (separate) influence of independent variables on bound variables (Ghozali, 2018). The decision making on the t-test is based on the criterion that if the t-value sig < 0.05, then Ho is rejected and Ha is accepted, which means that the free variable partially affects the bound variable, and vice versa.

2. Test F

Ghozali (2018) revealed that the F test is a statistical method used to test whether independent variables together have a significant effect on the dependent variables. The decision making in the F test is based on the significance value criterion of 0.05 ($\alpha=5\%$), which if the sig value is < 0.05, the independent variables together have a significant effect on the dependent variable, and vice versa.

Result and Discussion

Validity Test

Tabel 4. Normality Test

Variable	Statement	r		Information
		calculate	r table	
<i>Job Demand (X1)</i>	X1.1	0,679	0,2199	Valid
	X1.2	0,755	0,2199	Valid
	X1.3	0,719	0,2199	Valid
	X1.4	0,781	0,2199	Valid
	X1.5	0,798	0,2199	Valid
	X1.6	0,782	0,2199	Valid
	X1.7	0,515	0,2199	Valid
<i>Work-life Balance (X2)</i>	X2.1	0,787	0,2199	Valid
	X2.2	0,820	0,2199	Valid
	X2.3	0,707	0,2199	Valid
	X2.4	0,748	0,2199	Valid
	X2.5	0,781	0,2199	Valid
<i>Organizational Commitment (X3)</i>	X3.1	0,791	0,2199	Valid
	X3.2	0,736	0,2199	Valid
	X3.3	0,654	0,2199	Valid
	X3.4	0,751	0,2199	Valid

Employee Performance (x3)	Y1.1	0,604	0,2199	Valid
	Y1.2	0,796	0,2199	Valid
	Y1.3	0,702	0,2199	Valid
	Y1.4	0,759	0,2199	Valid
	Y1.5	0,744	0,2199	Valid
	Y1.6	0,653	0,2199	Valid

Source: Primary data processed, 2024

Based on the validity test table above, it can be explained that all statement items of independent and dependent variables have an r count of more than 0.2199 which means that each variable is valid or valid.

Reliability Test

Table 5. Reliability Test

Variable	Cronbach Alpha	Information
<i>Job Demand (X1)</i>	0,839	Reliable
<i>Work-life Balance (X2)</i>	0,827	Reliable
<i>Organizational Commitment (X3)</i>	0,701	Reliable
<i>Employee Performance (Y)</i>	0,798	Reliable

The reliability test in this study uses a method and other evaluation based on Cronbach Alpha, which is said to be reliable if the value is > 0.6 (Ghozali, 2018). So based on the table above, it can be concluded that all variables are reliable because the Cronbach Alpha value obtained is more than 0.6.

Normality Test

Table 6. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		80
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.14110691
Most Extreme Differences	Absolute	.130
	Positive	.130
	Negative	-.075
Test Statistic		.130
Asymp. Sig. (2-tailed)		.002c
Monte Carlo Sig. (2-tailed)	Say.	.120d
	99% Lower Bound	.112
	Confidence Interval	
	Upper Bound	.129

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 10000 sampled tables with starting seed 2000000.

Source: Primary Data processed in 2024

This study uses the exact test Monte Carlo in conducting the Kolmogorov-Smirnov test. According to Ghozali (2018), the Monte Carlo method adds accuracy in normality tests. The basis for making a decision for the normality test using the Monte Carlo exact test is that when the probability of significance is greater than 0.05, then the data being tested is distributed normally. Thus, in this study, it can be stated that the data is distributed normally because the significance value is 0.120 or > 0.05 .

Multicollinearity Test

Table 7. Multicollinearity Test

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
Model		B	Std. Error	Beta	Tolerance	BRIGHT
1	(Constant)	3.754	1.999			
	Job Demand	.143	.062	.191	.806	1.241
	Work-life Balance	.687	.099	.616	.697	1.434
	Organizational Commitment	.170	.143	.115	.593	1.686

a. Dependent Variable: Employee Performance Y Variable

Source: Primary Data processed in 2024

In the table above, the multicollinearity test in this study shows that the tolerance value of each variable is more than 0.10 and the VIF value is < 10 , so it is said that there is no multicollinearity between variables and models is acceptable.

Heteroscedasticity Test

Table 8. Heteroscedasticity Park Test

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	-1.214	2.230		-.545
	Job Demand (X1)	-.008	.069	-.015	-.116
	Work-life Balance (X2)	.191	.111	.232	1.721
	Organizational Commitment (X3)	-.149	.160	-.136	-.932

a. Dependent Variable: LN_RES

Source: Primary Data processed in 2024

Based on the table above, it can be concluded that there is no heteroscedasticity in the data. This is shown by the t sig value of all variables at a > value of 0.05. Thus, the results are in accordance with the provisions of the park test decision-making, where when the t sig value > 0.05, it is stated that no heteroscedasticity occurs (Ghozali, 2018).

Descriptive Statistics Results of Job Demand Variables

Table 9. Descriptive Statistics Results of Job Demand Variables

No	Variable	Rata-rata	Category
X1.1	I feel like I have a lot of work to complete in the near future	3,92	Tall
X1.2	I feel like I have a lot of college assignments to complete in the near future	3,68	Tall
X1.3	I often feel tired because of the lot of work to be done	3,76	Tall
X1.4	I often feel tired because of the college assignments that must be completed	3,69	Tall
X1.5	I often feel stressed because of the excessive demands of work	3,71	Tall
X1.6	I often feel emotionally disturbed by the demands of excessive work	3,54	Tall
X1.7	I find it difficult to keep up with the technology required in my work	2,92	Keep
Total rata-rata		3,603	Tall

Source: Primary data processed, 2024

In the table above, it is known that the results of descriptive statistical analysis for the job demand variable show that the highest answer given by the respondents is in the statement item X1.7 with a score of 4.92 in the high category. Meanwhile, the lowest answer is found in the statement item X1.7 with a score of 2.92 in the medium category. The overall answer of the job demand variable has an average value of 4,392, so it can be assumed that the respondent.

Descriptive Statistical Results on Work-life Balance Variables

Table 10. Descriptive Statistical Results on Work-life Balance Variables

No	Variable	Rata-rata	Category
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X2.1	I can manage my time well between work and college as well as personal life.	3,75	Tall
X2.2	I have a structured schedule so that I can complete my coursework and work on time.	3,76	Tall
X2.3	I feel that I can meet the expectations expected at work and in lectures at the same time.	3,60	Tall
X2.4	I feel that I have a balanced involvement in college and work activities.	3,69	Tall
X2.5	I feel satisfied with my achievements both in the field of work and college.	3,89	Tall
Total rata-rata		3,738	Tall

Source: Primary data processed, 2024

In the table above, it can be seen that the average value of the respondents on the work-life balance variable is 3.738. Thus, it can be assumed that respondents have a high level of work-life balance with categories.

Descriptive Statistical Results on Organizational Commitment Variables

Table 11. Descriptive Statistical Results on Organizational Commitment Variables

No	Variable	Rata-rata	Category
X3.1	I have a high commitment to stay with the company I work for	3,82	Tall
X3.2	I feel that I have the same goals and values that exist in the company where I work	3,66	Tall
X3.3	I felt that leaving the company would go against my personal principles.	3,48	Tall
X3.4	I feel obligated to give the best for the company I work for	4,09	Tall
Total rata-rata		3,762	Tall

Source: Primary data processed, 2024

In the table above, it can be seen that the average value of respondents in the organizational commitment variable is 3,762. Thus, it can be assumed that respondents have

a high level of organizational commitment with categories.

Descriptive Statistical Results of Employee Performance Variables

Table 12. Descriptive Statistical Results of Employee Performance Variables

No	Variable	Rata-rata	Category
Y1.1	I always try to make sure that my work is close to perfection	3,74	Tall
Y1.2	I am able to complete the amount of work expected by my employer	3,85	Tall
Y1.3	I manage my time well so that all assignments are completed on time	3,79	Tall
Y1.4	I feel like I can achieve good results without spending excessive costs	3,56	Tall
Y1.5	I am in charge of my work and get it done well even without supervision	3,82	Tall
Y1.6	I always try to be able to work together with my colleagues	4,00	Tall
Total rata-rata		3,793	Tall

Source: Primary data processed, 2024

In the table above, it can be seen that the average value of respondents on the employee performance variable is 3,792. Thus, it can be assumed that the respondents have a high level of performance with a category.

Multiple Linear Regression Results

Table 13. Multiple Linear Regression Results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	t
1	(Constant)	3.754	1.999		1.878
	Job Demand (X1)	.143	.062	.191	2.300
	Work-life Balance (X2)	.687	.099	.616	6.908
	Organizational Commitment	.170	.143	.115	1.187
a. Dependent Variable: Employee Performance Y Variable					

Based on the table above, the multiple linear regression equation can be deciphered as follows: $Y = 3.754 + 0.143 X_1 + 0.687 X_2 + 0.170 X_3 + e$

From the multiple linear regression model above, it can be described as follows:

1. The value of the constant (a) in the equation has a positive value of 3.754, meaning that it shows that all independent variables (job demand, work-life balance, and organizational commitment) have zero values, so the employee performance value is estimated to be 3.754.
2. The regression coefficient for the Job Demand variable (X1) is 0.143, meaning that every increase in the value of the Job Demand variable by one unit and the value of other variables is fixed (constant), the value of Employee Performance will increase by 0.143.
3. The regression coefficient for the Work-life Balance variable (X2) is 0.687, meaning that for every increase in the value of the Work-life Balance variable by one unit and the value of other variables is fixed (constant), the value of Employee Performance will increase by 0.687.
4. The regression coefficient for Organizational Commitment (X3) is 0.170. This value is positive, but not statistically significant ($t \text{ sig} > 0.05$). So it is stated that the Organizational Commitment variable has no influence on the Employee Performance variable.

Determination Coefficient (R2) Results

Table 14. Determination Coefficient (R2) Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.761a	.579	.563	2.183
a. Predictors: (Constant), Variabel X3 Organizational Commitment, Variabel X1 Job Demand, Variabel X2 Work-life Balance				
b. Dependent Variable: Variable Y Employee Performance				

Source: Primary data processed, 2024

Based on the R2 determination coefficient table above, the result is that the Adjusted R Square value is 0.563 which shows that the dependent variable of this study is influenced by the independent variable of 56.3%, and the remaining 43.7% is influenced by other variables other than the independent variable of this study.

Test Results t

Table 15. Test Results t

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	3.754	1.999		1.878
	Job Demand	.143	.062	.191	2.300

Work-life Balance	.687	.099	.616	6.908	.000
Organizational Commitment	.170	.143	.115	1.187	.239

a. Dependent Variable: Employee Performance Y Variable

Source: Primary data processed, 2024

Based on the table of t-test results above, the following results were obtained:

1. The Job Demand variable (X1) and the Work-life Balance variable (X2) obtained a t-value of < significance of 0.05, then H_0 was rejected and H_a was accepted, which means that the Job Demand (X1) and Organizational Commitment (X2) variables partially had a positive and significant effect on the Employee Performance variable (Y).
2. Meanwhile, the Organizational Commitment variable (X3) obtained a t-value of > significance of 0.05, then H_0 was accepted and H_a was rejected which means that the Organizational Commitment variable (X3) has no partial influence on the Employee Performance variable (Y)

Test Result F

Table 16. Test Result F

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Say.
1	Regression	498.325	3	166.108	34.858	.000b
	Residual	362.163	76	4.765		
	Total	860.488	79			

a. Dependent Variable: Employee Performance Y Variable

b. Predictors: (Constant), Variabel X3 Organizational Commitment, Variabel X1 Job Demand, Variabel X2 Work-life Balance

Source: Primary Data processed in 2024

Based on the results of the calculation of the F test above, the result of the significance value was obtained 0.000 where the value was < 0.005 and the $F_{cal} > F_{table}$ (2.72) was obtained which was 34.858. Thus, in this study, it can be concluded that multiple linear regression is feasible to use and independent variables simultaneously have a positive and significant effect on the dependent variable.

The Effect of Job Demand on Employee Performance

Based on the results of analysis and testing, it was obtained that Job Demand (X1) has a positive and significant effect on Employee Performance (Y), which means that the higher the job demand (Job Demand) owned by employees, the higher the employee's performance will increase. The results of this study are in line with the results of research conducted by Siahaan (2019) and Maretasari & Ratmawati (2020) which shows that job demand has a positive and significant effect on employee performance. Thus, the first hypothesis in this study was rejected.

The Effect of Work-life Balance on Employee Performance

Based on the results of analysis and testing, it was obtained that Work-life Balance (X2) has a positive and significant effect on Employee Performance (Y), which means that the better the Work-life Balance is implemented, the more optimal the performance of the employees given. The results of this study are in line with research conducted by Arifin & Muharto, (2022), Abdirahman et al., (2020), and Bataineh, (2019) which revealed the results that Work-life Balance has a positive and significant effect on employee performance. Thus, the second hypothesis in this study is accepted.

The Effect of Organizational Commitment on Employee Performance

Based on the results of analysis and testing, it was obtained that Organizational Commitment (X3) did not have a significant effect on Employee Performance (Y). The results of this study are in line with research conducted by Manery et al., (2018) and Apriani et al., (2023) which revealed the results that Organizational Commitment does not have a significant effect on employee performance. Thus, the third hypothesis in this study was rejected.

The Simultaneous Influence of Job Demand, Work-life Balance, and Organizational Commitment on Employee Performance

Based on the results of analysis and testing, it was obtained that Job Demand, Work-life Balance, and Organizational Commitment simultaneously had a positive and significant effect on Employee Performance. The results of this study are in line with research conducted by Siahaan (2019), Abdirahman et al., (2020), and Likdanawati et al., (2022) who concluded that job demand, work-life balance, and organizational commitment have a positive and significant effect on employee performance. Thus, the fourth hypothesis of this study is accepted.

Conclusion

Based on the hypothesis test and the final results of the research, the following conclusions can be drawn: (1) Job demand (X1) has a positive and significant effect on employee performance (Y) in students of the employee class of the Faculty of Economics, Mercu Buana University, Yogyakarta. (2) Work-life balance (X2) has a positive and significant effect on employee performance (Y) in students of the employee class of the Faculty of Economics, Mercu Buana University, Yogyakarta. (3) Organizational Commitment (X3) does not have a significant effect on employee performance (Y) on students of the employee class of the Faculty of Economics, Mercu Buana University, Yogyakarta. (4) Job demand, work-life balance, and organizational commitment simultaneously have a positive and significant effect on employee performance in students of the Faculty of Economics, Mercu Buana University, Yogyakarta.

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