

The Effect of Work-Life Balance on Psychological Well-Being of Working Women at Regional Public Hospital

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Abstract. Soe Regional Public Hospital, the main referral hospital in South Central Timor Regency, faces a high workload along with limited family-friendly policies and psychosocial support. These conditions affect working women who perform dual roles, potentially influencing their psychological well-being. This study aimed to examine the effect of work-life balance on the psychological well-being of women at Soe Regional Public Hospital. A quantitative approach with simple regression analysis was applied to 60 married women aged 21–40 years using total sampling. Data were collected using work-life balance (Greenhaus et al., 2003) and psychological well-being scales (Ryff et al., 2004), and analyzed with SPSS. Results showed moderate work-life balance and fairly good psychological well-being. Regression analysis indicated a positive and significant effect ($p < 0.05$), with a contribution of 44.2%, while 55.8% was influenced by other factors.

Keywords: *Psychological Well-Being, Soe Regional Public Hospital, Working Women, Work-life Balance*

Abstrak. Rumah Sakit Umum Daerah (RSUD) Soe sebagai rumah sakit rujukan utama di Kabupaten Timor Tengah Selatan memiliki beban kerja tinggi serta keterbatasan kebijakan ramah keluarga dan dukungan psikososial. Kondisi ini berdampak pada wanita bekerja yang menjalankan peran ganda, sehingga berpotensi memengaruhi kesejahteraan psikologis. Penelitian ini bertujuan mengetahui pengaruh keseimbangan kehidupan kerja terhadap kesejahteraan psikologis wanita di RSUD Soe. Metode yang digunakan adalah kuantitatif dengan desain regresi sederhana pada 60 wanita menikah usia 21–40 tahun melalui total sampling. Instrumen berupa *skala work-life balance* (Greenhaus et al., 2003) dan kesejahteraan psikologis (Ryff et al., 2004), dianalisis menggunakan SPSS. Hasil menunjukkan keseimbangan kehidupan kerja berada pada kategori cukup seimbang dan kesejahteraan psikologis cukup baik. Uji regresi menunjukkan pengaruh positif dan signifikan ($p < 0,05$) dengan kontribusi sebesar 44,2%, sedangkan 55,8% dipengaruhi faktor lain.

Kata kunci: *Kesejahteraan Psikologis, RSUD Soe, Wanita Bekerja, Keseimbangan Kehidupan Kerja,*

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Introduction

Individuals aged 21–40 years are in the early adulthood stage, characterized by career development and adjustment to the world of work (Hurlock, 2011). In this phase, women not only build economic independence but also carry out developmental tasks in establishing a household, leading to the complexity of dual roles. Psychosocially, this stage is known as intimacy versus isolation, where individuals are required to build meaningful relationships (Erikson, 2013). In addition, early adulthood is also associated with identity formation, emotional maturity, and the stability of work and family roles (Papalia, Olds, & Feldman, 2009).

The dual role of working women can lead to role conflict due to the simultaneous demands of work and domestic responsibilities (Sheikh, Pavlovic, Loder, & Burch, 2018). Women have roles as mothers, wives, and daughters within the family (Surbakti, 2020), which become increasingly complex in the era of globalization as they also act as breadwinners (Wahida, 2019). The inability to fulfill one of these roles can trigger emotional stress (Hurlock, 2011), especially for women with children who must divide their time between family and work (Sheikh dkk., 2018).

Challenges become greater for parents with preschool-aged children who require intensive guidance (Kurniati, 2020). Work pressure can affect parenting patterns and mother–child interactions, and ultimately impact mothers' psychological well-being. Psychological well-being includes self-acceptance, positive relationships, purpose in life, autonomy, and personal growth (Ryff, et al., 2004), but is often disrupted by dual role conflict (Wahab, Yasrie, & Anwar, 2019) as well as feelings of guilt due to limited time with family (Haslam, Patrick, & Kirby, 2015).

The demands of balancing work and domestic roles can lead to stress, fatigue, and an increased risk of mental health problems (Sulaeman & Kustimah, 2024; Ramadhani, Noviekayati, & Ananta, 2023). Therefore, work-life balance becomes important in maintaining psychological well-being. This balance is defined as equal involvement and satisfaction between work roles and personal life (Greenhaus dkk., 2003), as well as the ability to manage time and energy (Fisher, 2009). Research shows a positive relationship between psychological well-being and work-life balance (Nur dan Prestiana, 2019; Singh dan Koradia, 2017).

Previous studies indicate that work-life balance is related to psychological well-being. Research by Dirfa & Prasetya (2019) found a positive relationship between work-life balance and psychological well-being among female lecturers. Similar findings were reported by Dewi dkk., (2023), showing a linear relationship between the two variables among working women. Furthermore, Fotiadis dkk., (2019) found that work-life balance significantly affects psychological well-being by considering psychological mediating roles. Churnawan & Anisa (2024) also found a relationship between the two variables among hospital nurses using correlation analysis. However, in contrast, Frisdayanti & Handoyo (2021) found a negative effect of work-life balance on psychological well-being among employees working from home.

In general, all these studies used quantitative methods and showed a relationship between Work-Life Balance (WLB) and Psychological Well-Being (PWB), although the direction of the relationship varied. Differences can be seen in subject characteristics and additional variables used, such as in Fotiadis dkk., (2019), which included mediating variables. The strengths of these studies lie in their relevance to current issues and the use of quantitative approaches that allow generalization. However, limitations include specific sample characteristics, variations in the direction of influence, and the limited consideration of mediating variables in most studies.

This phenomenon is also observed at Soe Regional Public Hospital, where high workloads and limited family-friendly policies create difficulties in balancing roles.

This condition affects work discipline, emotional pressure, and role conflict. The lack of support, such as flexible work systems and psychological services, also influences the well-being of female employees. With the complexity of roles as healthcare workers and household managers, role conflict can reduce work-life balance and psychological well-being (Wahab, Yasrie, & Anwar, 2019). Therefore, this study is important to provide an empirical basis for developing policies that support work-life balance and psychological well-being at Soe Regional Public Hospital.

Method

This study uses a quantitative approach with a simple regression analysis design to examine the effect between the independent and dependent variables. The study involves two variables, namely work-life balance as the independent variable and psychological well-being as the dependent variable. Work-life balance is measured using a Work-Life Balance scale consisting of 22 items with three aspects: time balance, involvement balance, and satisfaction balance. Psychological well-being is measured using a Psychological Well-Being scale consisting of 18 items with six aspects: self-acceptance, positive relations, autonomy, environmental mastery, purpose in life, and personal growth. Both scales use a Likert model with favorable and unfavorable response options.

Data collection was conducted using a questionnaire based on a Likert scale. The psychological well-being scale includes six aspects: self-acceptance, positive relations, autonomy, environmental mastery, purpose in life, and personal growth. Meanwhile, the work-life balance scale covers aspects of time balance, involvement, and satisfaction, with both favorable and unfavorable items. Data analysis techniques include categorical analysis, descriptive analysis, assumption tests, and hypothesis testing. Categorical analysis is used to classify variable levels into low, moderate, and high categories, while descriptive analysis describes respondent characteristics and data distribution. Assumption tests consist of normality and linearity tests to ensure data suitability. Hypothesis testing is conducted using simple regression analysis to

determine the effect of work-life balance on psychological well-being, along with the coefficient of determination to assess the contribution of the independent variable to the dependent variable.

Result

Table 1.

Respondent Characteristics

No	Age	Frequency	Percentage
1	26–29	3	5.00%
2	30–33	23	38.33%
3	34–37	20	33.33%
4	38–40	14	23.33%

No	Years of Service	Frequency	Percentage
1	1–4	10	16.67%
2	5–8	25	41.67%
3	9–12	12	20.00%
4	13–16	13	21.67%
Total		60	100%

Based on Table 1, respondents were in the 30–33 age group, totaling 23 individuals (38.33%), indicating that the majority fall within the early adulthood category. In addition, most respondents had a work tenure of 5–8 years, totaling 25 individuals (41.67%), which suggests that the majority of women working at Soe Regional Public Hospital are in a relatively stable phase of their career development.

Table 2.

Normality Test Results

One-Sample Kolmogorov-Smirnov Test	Unstandardized Residual
N	60
Normal Parameters	
Mean	0.000000
Std. Deviation	8.71811726
Most Extreme Differences	
Absolute	0.129
Positive	0.129
Negative	-0.075
Test Statistic	0.129

One-Sample Kolmogorov-Smirnov Test	Unstandardized Residual
Asymp. Sig. (2-tailed)	0.094

Based on Table 2, The One-Sample Kolmogorov-Smirnov test showed an Asymp. Sig. (2-tailed) value of 0.094 (>0.05), indicating that the residual data are normally distributed and the normality assumption is met.

Table 3.
Linearity Test Results

			Sum of squares	df	Mean Square	f	Sig.
Psychological well-being *Work-life balance	Between Groups	(combined)	1928.243	18	107.125	1.595	.000
		Linearity	198.405	1	198.405	2.953	.002
		Deviation from linearity	1729.838	17	101.755	1.515	.138
	Within groups		2754.490	41	67.183		
	total		4682.733	9			

Based on Table 3, The ANOVA test results showed a linearity significance value of 0.002 (<0.05) and a Deviation from Linearity value of 0.138 (>0.05), indicating that the relationship between work-life balance and psychological well-being is linear and meets the linearity assumption.

Table 4.
Simple Linear Regression Analysis Results

Model		Unstandardized coefficients		Standardized coefficients		Sig.
		B	Std. Error	beta	t	
1	(constant)	39.717	10.993		3.613	.001
	Psychological well-being	.365	.226	.206	1.602	.000

In this study, a simple linear regression analysis was conducted to examine the effect of work-life balance (X) on psychological well-being (Y) among women working

at Soe Regional Public Hospital. Based on Table 4, the resulting regression equation is $Y = 39.717 + 0.365X + e$, where the constant value of 39.717 indicates that when work-life balance is zero, psychological well-being remains at a baseline value of 39.717. The regression coefficient of 0.365 shows that each one-unit increase in work-life balance leads to an increase of 0.365 units in psychological well-being, indicating a positive effect. Based on the regression analysis results, the hypothesis testing decision is that H_a is accepted, meaning that the independent variable (work-life balance) has a significant effect on the dependent variable (psychological well-being).

Table 5.

Coefficient of Determination Test Results

Model	R	RSquare	Adjusted R Square	Std. Error of the estimate	Durbin Watson
1	.546*	.442	.426	8.793	1.763

Based on Table 5, The RSquare value of 0.442 indicates that 44.2% of the variance in psychological well-being is explained by work-life balance, while 55.8% is influenced by other factors, with an Adjusted R Square of 0.426 indicating that the regression model is fairly good.

Discussion

The results of the study indicate that there is a significant effect of work-life balance on psychological well-being among women working at Soe Regional Public Hospital ($R^2 = 0.442$; $p = 0.000$). This suggests that the better an individual's work-life balance, the higher their level of psychological well-being. This finding is supported by descriptive results showing that work-life balance is in the balanced category and psychological well-being is in the good category, with most respondents demonstrating a strong balance between work responsibilities and personal life.

More specifically, work-life balance among women at Soe Regional Public Hospital is reflected in their ability to manage time, involvement balance, and

satisfaction balance. The ability to allocate time between work and family indicates that respondents do not experience significant difficulties in managing their roles, despite working in shift systems and facing high healthcare service demands. This is consistent with Greenhaus, Collins, and Shaw (2003), who state that time imbalance can trigger work–family conflict, leading to psychological fatigue and decreased well-being.

Furthermore, good involvement balance shows that respondents are able to participate optimally in multiple roles without experiencing significant conflict. This aligns with the role strain theory proposed by Goode (1960), which explains that excessive involvement in one role can deplete psychological resources and reduce the ability to perform other roles. However, in this study, the women working at the Soe Regional General Hospital were able to maintain a balance in their commitments, enabling them to effectively fulfill both their professional and family responsibilities.

High satisfaction balance also plays an important role in supporting psychological well-being. Respondents reported satisfaction in both work and personal life because they are able to meet the demands of both roles in a balanced manner. This is in line with Locke (1976), who states that satisfaction is the result of an individual's cognitive evaluation of life achievements, where discrepancies between expectations and reality can create internal tension and reduce psychological well-being.

In terms of psychological well-being, the results show that respondents demonstrate good conditions across all dimensions, including self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. This finding is consistent with the concept of psychological well-being proposed by Ryff, et al. (2004), which emphasizes these six dimensions as key indicators of overall mental health.

When viewed from respondent characteristics, most women working at Soe Regional Public Hospital are in early adulthood and have more than five years of work experience. This indicates that they are in a relatively stable phase of career

development and have sufficient experience in managing dual roles. This is consistent with developmental theories by Santrock (2011) and Papalia, Olds, and Feldman (2009), which state that early adulthood is a phase of career development and family formation, as well as Erikson's (2013) stage of intimacy versus isolation, which emphasizes the importance of building interpersonal relationships and balancing social roles.

Additionally, the relatively long work tenure suggests that respondents are in the establishment stage of career development, as proposed by Super (1990). At this stage, individuals tend to have job stability and increased responsibilities, which may raise the potential for role conflict. However, this was not significantly observed among respondents, indicating that they are capable of managing work-life balance effectively, despite high job demands as described by Greenhaus and Allen (2011).

The findings of this study are also consistent with previous research showing a positive relationship between work-life balance and psychological well-being. Studies by Dirfa & Prasetya (2019) and Dewi et al. (2023) found that individuals with good work-life balance tend to have higher levels of psychological well-being. These findings reinforce that balancing work demands and personal life is a crucial factor in maintaining mental health, particularly for women with dual roles (Churnawan & Anisa, 2024).

Overall, this study confirms that work-life balance is a fundamental factor in enhancing psychological well-being, even in the context of healthcare workers in regional hospitals with limited resources. This implies that organizations should provide supportive policies, such as flexible work arrangements and psychological support, to improve the well-being of female workers and the overall quality of healthcare services.

Conclusion

This study concludes that the level of work-life balance among women working at Soe Regional Public Hospital is generally in the moderately balanced category, while

their psychological well-being is predominantly in the high category. The findings also confirm that work-life balance has a positive and significant effect on psychological well-being (Sig. = 0.000), indicating that the better individuals manage the balance between work and personal life, the higher their level of psychological well-being. This highlights the importance of maintaining a harmonious distribution of time, involvement, and satisfaction across life domains to support optimal mental health.

Suggestion

Based on these findings, it is recommended that Soe Regional Public Hospital strengthen institutional support systems by implementing policies such as work flexibility, psychological support programs, and the development of a supportive work environment to enhance employee well-being and service quality. Women workers are also encouraged to take proactive steps in managing their work-life balance to improve productivity and overall performance. Additionally, future research is suggested to examine other contributing factors such as organizational culture, leadership style, and social support, with broader samples and more comprehensive research designs.

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