

# The Influence of Work Life Balance, Emotional Intelligence and Work Environment on Employee Performance Puskesmas Klatak Banyuwangi

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## ABSTRACT

The purpose of this study was to determine the effect of Work Life Balance, emotional intelligence, and work environment on the performance of Klatak Health Center employees. The population of this study were employees of the Klatak Health Center, Banyuwangi Regency, East Java, totaling 55 employees. The data collection method of this study used a questionnaire distributed to 52 samples of Klatak Health Center employees. This research method used is multiple linear regression, t test, and F test. The results showed that work balance variables, emotional intelligence and work environment simultaneously affect employee performance. Emotional intelligence and work environment variables partially affect employee performance while work balance variables have no effect on employee performance at the Klatak Banyuwangi Health Center.

**Keywords:** work life balance, emotional intelligence, work environment, performance

## 1. INTRODUCTION

Performance basically includes mental attitudes and behaviors that have the view that the work carried out today must be of higher quality than the work done previously. Employees will have their own satisfaction with the achievements made based on the performance provided by an organization. Performance is behavior that is seen or manifested in the implementation of tasks both inside the office and outside the office, so it can be said that high-performing employees will improve the performance of organizational support. This is what drives the organization's efforts to improve the performance of its employees.

Puskesmas is a public service delivery institution that is required to be able to provide quality, easy, fast, responsive and measurable services to the community and related parties. This requires quality service and good service standards.

In the observations that have been made, employees are faced with patient complaints such as pain experienced by assertiveness, patient boredom and even employees must face patients who do not obey the rules. Puskesmas employees strive to provide the best services and facilities but there is still dissatisfaction felt by service users. The problem of complaints faced by service users includes lack of hospitality, nurses not controlling patients, and queues that are too long. The results of interviews with the leadership of the Klatak Health Center that there are employees who are less responsible in completing tasks. Not on time in doing the assigned tasks (Deadline). It is that the lack of awareness of Klatak Health Center employees of the responsibilities of the work given. In terms of improving employee performance, the Klatak Health Center must pay attention to various factors that are considered capable of influencing the improvement of employee performance such as work balance, emotional intelligence and performance environment.

Work balance is something that needs to be considered in making an organizational policy so that workforce performance is maintained. Lukmiati et al (2020) suggested that the decline in employee performance was caused by the absence of balance between personal and work life. This condition is also being experienced by employees of the Klatak Health Center that employees have additional tasks that cannot be completed at work and they complete the work at their homes. This is because there are employees who get a

task outside the jobdesk, for example: administrative employees work on the monthly report of the health center. There is a delegation of responsibility to coworkers when employees are not in place during duty hours. One of the efforts to maintain and maintain good employee performance is the work balance system. A good work balance can produce a work spirit for employees. This can provide satisfaction for employees with the work they have. Have a high sense of responsibility for their work and personal life. This work spirit can provide optimal performance.

Today, industrial and organizational psychology urgently requires the use of emotional intelligence in the workplace. According to Goleman, in a study conducted by Supriyati & Al Qodri (2022) titled "Conflict Between Dual and Emotional Intelligence and Its Effect on the Merangin Regency Workforce," 80% of individual success is determined by their emotional intelligence, while 20% is determined by their IQ. It can be concluded that someone who has emotional intelligence can face challenges, have a sense of responsibility, be productive, and optimistic in facing and solving problems in the work environment. Emotional intelligence allows a person to manage their emotions well, so that they are expressed appropriately and effectively which can lead the person to be able to work together to achieve organizational goals and objectives. The results of interviews with two employees of the Klatak Health Center, there are often obstacles in dealing with patients who are too demanding or have a temper.

Employee performance is significantly affected by the work environment in various organizational settings. Understanding the importance of a favorable work environment is essential as it helps companies in building an environment that encourages maximum employee growth and contribution. In addition, it is imperative to establish a safe and encouraging work environment, well-maintained occupational safety and health can influence employee performance. Employees who feel safe and protected from physical and psychological threats tend to be more focused, productive, and have high job satisfaction. (Hermawan, 2022). Organizations need to pay attention to factors that can influence a safe work climate, such as safety policies, safety training, and promotion of psychological well-being. The physical environment can also have an impact on the work environment. For example, having sufficient facilities such as a comfortable workspace, the right tools for the job, and easy access can help employees be more productive and comfortable while doing their jobs (Mulyana et al., 2022). (Mulyana et al., 2023). In the observation results at the klatak health center, there is a room that is not equipped with air conditioning, a narrow administrative room and incomplete laboratory facilities. An unpleasant physical work environment can be the cause of easy employee stress, difficulty concentrating and decreased employee performance. It is concluded that in view of this, it is very important to investigate the elements that the Klatak Health Center expects to influence employee performance to provide a supportive work environment that will improve staff output and service quality.

The difference from previous research is that there is no previous research that examines the Klatak Health Center regarding this phenomenon. In previous studies there has been no use of work life balance variables, emotional intelligence and work environment simultaneously.

## 2. LITERATURE REVIEW

Work Life Balance according to Kanagaraj (2020) defines work balance as about creating a balance of time and tasks and employee involvement between work and personal life. According to Nadapdap & Harahap (2023) defines Work Life Balance as the level of satisfaction associated with multiple roles in a person's life. Work-life balance is very important because failing to achieve it leads to employee burnout, low job satisfaction, and unhappiness. Some of the theories above can be concluded that work balance is a person's ability to manage the balance between work life and personal life that can provide satisfaction to the individual himself.

Emotional Intelligence according to Adawiah & Asmini (2023) defines the capacity for self-motivation, along with traits such as enthusiasm, perseverance, and self-control, known as emotional intelligence. According to Mandala & Nurdiana (2018) explains "Emotional Intelligence is the ability to read and understand other people and the ability to use knowledge to influence others through the regulation and use of emotions. It can be concluded that emotional intelligence is the level of a person's brilliance in using his feelings to respond to the emotional state of himself and in dealing with his environment.

Work Environment according to Paramitha & Triana (2023) defines the environment as everything that affects the individual. Something that may come from within the individual, and may also come from outside the individual, the individual in this case can be in the form of a person or institution. According to Mardiani & Widiyanto (2021) defines every employee aspires to give the best to his work and himself. One of the many methods to make it all happen is to provide each employee with a friendly and safe work environment. The work environment is one of the keys to a company's success, the work environment is a crucial factor that businesses must take into account. The infrastructure and general facilities around workers as they work can have an impact on how tasks are performed. This is known as the work environment. The conclusion is that an individual's behavior can be influenced by their work environment, which can come from within or without them and provide them with a sense of security and comfort while doing their job.

Performance according to Windika & FFrianto (2022) defines employee performance as the results achieved by a person during a certain period as a whole in the company in accordance with their respective duties and responsibilities in an effort to achieve good company goals. According to Pambreni et al (2022) performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the assigned tasks. According to Lukmiati et al (2020) explain the actions of employees in the workplace are connected to their responsibility for their work and their ability to complete tasks. In some of the theories above, it can be concluded that performance is an achievement of employee work in fulfilling the duties and responsibilities given as an achievement of organizational goals.

Research conducted Mardiani & Widiyanto (2021) with the title "The effect of work life balance, work environment and compensation on the performance of employees of PT Gunanusa Eramandiri". The results showed that work life balance and work environment simultaneously affect employee performance. Further research conducted by Sulistyowati et al (2023) "The influence of work life balance, emotional intelligence and mindfulness on the performance of PT Indomarco employees". The results showed that work life balance and emotional intelligence had a positive and significant effect on performance.

Research conducted Rohmah et al (2022) Based on the tests carried out, it shows that the t test work family conflict variable has a positive and significant effect on employee performance, the family work conflict variable has a positive and significant effect on employee performance, the work life balance variable has a positive and significant effect on employee performance. Research conducted Kembuan et al (2022) "The Effect of Work Life Balance and Work Environment on Employee Performance at PT Bank Sulutgo Main Branch in Manado". Work life balance partially has no significant effect on employee performance at PT Bank Sulutgo Main Branch in Manado.

Research conducted Paramitha (2023) "The Effect of Emotional Intelligence, Motivation, Work Environment and Leadership Style on Employee Performance During the Implementation of Work From Home at the Central Kalimantan Provincial Trade and Industry Office." The results of this study indicate that there is a significant effect on employee performance. Further research conducted Mahmud et al (2022) "The Effect of Competence, Emotional Intelligence, Work Environment on Employee Performance of PT Perkebunan Nusantara XIV (Persero) Bone Arasoe Sugar Factory, Bone Regency The results of the research on emotional intelligence partially have a positive and significant effect on the performance of employees of PT Perkebunan Nusantara XIV (Persero) Bone Arasoe Sugar Factory, Bone Regency.

Research conducted by Kembuan et al (2022) "The Effect of Work Life Balance and Work Environment on Employee Performance at PT Bank Sulutgo Main Branch in Manado". The results obtained show that there is a positive and significant effect of the environment on employee performance. Further research conducted by Simamora et al (2022) "The Effect of Work Ability, Work Environment, and Emotional Intelligence on Employee Performance at PT PLN Persero Manado Area". The results showed that there was a significant influence of the work environment on the performance of employees of PT PLN Persero Manado Area.

### 3. RESEARCH METHODS

This study uses a quantitative research design. According to Sugiyono (2022) defines quantitative methods as research techniques based on positivism used to analyze certain populations and samples, collect data using research instruments, and analyze quantitative and statistical data with the aim of describing and testing predetermined hypotheses. The research population is the employees of the Kltatak Community Health Center, Banyuwangi Regency, totaling 55 employees. The sample used was a saturated sample of 52 samples. The analysis method used is an instrument test consisting of: validity test and reliability test, classical assumption test consisting of: multicollinearity test, heteroscedasticity test, and normality test, multiple linear regression test, hypothesis testing consisting of: t test (partial) and F test (simultaneous) and the coefficient of determination ( $R^2$ ).

### 4. RESULTS AND ANALYSIS

#### a. Instrument Test

The extent to which a measuring instrument can assess the feasibility of research questionnaire question items with a degree of freedom ( $df$ ) =  $n-2$  and a significant level ( $\alpha$ ) = 5% is known as validity. The value of  $52-2=50$  is determined based on the sample, and the value of  $r$  table is 0.2732. The following are the findings of the validity test of each variable.

Table 1. Validity Test Results

| Variables                   | Indicator | Correlation Coefficient | r table | sig   | Description* |
|-----------------------------|-----------|-------------------------|---------|-------|--------------|
| Work Life Balance (X1)      | WLB1      | 0.474                   | 0.2732  | 0.000 | Valid        |
|                             | WLB2      | 0.423                   | 0.2732  | 0.002 | Valid        |
|                             | WLB3      | 0.449                   | 0.2732  | 0.001 | Valid        |
|                             | WLB4      | 0.519                   | 0.2732  | 0.000 | Valid        |
|                             | WLB5      | 0.681                   | 0.2732  | 0.000 | Valid        |
|                             | WLB6      | 0.620                   | 0.2732  | 0.000 | Valid        |
|                             | WLB7      | 0.448                   | 0.2732  | 0.001 | Valid        |
|                             | WLB8      | 0.432                   | 0.2732  | 0.001 | Valid        |
|                             | WLB9      | 0.582                   | 0.2732  | 0.000 | Valid        |
|                             | WLB10     | 0.520                   | 0.2732  | 0.000 | Valid        |
|                             | WLB11     | 0.447                   | 0.2732  | 0.001 | Valid        |
|                             | WLB12     | 0.433                   | 0.2732  | 0.001 | Valid        |
| Emotional Intelligence (X2) | KE1       | 0.537                   | 0.2732  | 0.000 | Valid        |
|                             | KE2       | 0.565                   | 0.2732  | 0.000 | Valid        |
|                             | KE3       | 0.673                   | 0.2732  | 0.000 | Valid        |
|                             | KE4       | 0.628                   | 0.2732  | 0.000 | Valid        |
|                             | KE5       | 0.752                   | 0.2732  | 0.000 | Valid        |
|                             | KE6       | 0.542                   | 0.2732  | 0.000 | Valid        |
|                             | KE7       | 0.544                   | 0.2732  | 0.000 | Valid        |
|                             | KE8       | 0.544                   | 0.2732  | 0.000 | Valid        |
|                             | KE9       | 0.529                   | 0.2732  | 0.000 | Valid        |
|                             | KE10      | 0.494                   | 0.2732  | 0.000 | Valid        |
|                             | KE11      | 0.488                   | 0.2732  | 0.000 | Valid        |
|                             | KE12      | 0.674                   | 0.2732  | 0.000 | Valid        |
| Work Environment (X3)       | LK1       | 0.523                   | 0.2732  | 0.000 | Valid        |
|                             | LK2       | 0.694                   | 0.2732  | 0.000 | Valid        |
|                             | LK3       | 0.724                   | 0.2732  | 0.000 | Valid        |
|                             | LK4       | 0.711                   | 0.2732  | 0.000 | Valid        |
|                             | LK5       | 0.521                   | 0.2732  | 0.000 | Valid        |
|                             | LK6       | 0.601                   | 0.2732  | 0.000 | Valid        |
|                             | LK7       | 0.658                   | 0.2732  | 0.000 | Valid        |
|                             | LK8       | 0.466                   | 0.2732  | 0.001 | Valid        |
| Performance (Y)             | K1        | 0.589                   | 0.2732  | 0.000 | Valid        |
|                             | K2        | 0.688                   | 0.2732  | 0.000 | Valid        |
|                             | K3        | 0.429                   | 0.2732  | 0.002 | Valid        |
|                             | K4        | 0.688                   | 0.2732  | 0.000 | Valid        |
|                             | K5        | 0.672                   | 0.2732  | 0.000 | Valid        |
|                             | K6        | 0.719                   | 0.2732  | 0.000 | Valid        |
|                             | K7        | 0.544                   | 0.2732  | 0.000 | Valid        |
|                             | K8        | 0.602                   | 0.2732  | 0.000 | Valid        |
|                             | K9        | 0.719                   | 0.2732  | 0.000 | Valid        |
|                             | K10       | 0.448                   | 0.2732  | 0.001 | Valid        |
|                             | K11       | 0.423                   | 0.2732  | 0.002 | Valid        |
|                             | K12       | 0.640                   | 0.2732  | 0.000 | Valid        |

Source: Primary Data, 2024

Based on all the variables used in this study are considered feasible or valid as research instruments, as shown in Table 1. The specified value provides evidence of this  $r_{count} > r_{tabel}$ .

In each question item Cronbach's alpha in the variable to assess the reliability of the research. Reliability test criteria, an instrument is considered reliable if its Cronbach's alpha value is more than 0.6. (Ghozali, 2018). The results of the reliability test on each variable are as follows:

Table 2: Reliability Test Results

| Variables | Cronbach's Alpha | Cutoff | Description |
|-----------|------------------|--------|-------------|
| X1        | 0,711            | 0.6    | Reliable    |
| X2        | 0,814            | 0.6    | Reliable    |
| X3        | 0,761            | 0.6    | Reliable    |
| Y         | 0,837            | 0.6    | Reliable    |

Source: Primary Data, 2024

Table 2 shows that the variables related to work-life balance, emotional intelligence, work environment, and performance have Cronbach's alpha values of more than 0.6 indicating their reliability.

#### b. Classical Assumption Test

Multicollinearity Test is a test of regression models with correlation between independent variables is the purpose of the Multicollinearity Test. The following characteristics apply to multicollinearity:

- 1) If the VIF (*Variance Inflation Factor*) value > 10 and the *tolerance* value < 0.01, there is a multicollinearity problem.
- 2) If VIF (*Variance Inflation Factor*) < 10 and *tolerance* value > 0.01 then there is no multicollinearity problem (Ghozali, 2018: 107).

The following are the results of the multicollinearity test:

Table 3. Multicollinearity Test Results

| Variables              | Tolerance | VIF   | Description           |
|------------------------|-----------|-------|-----------------------|
| Work Life Balance      | 0,603     | 1,568 | Non Multicollinearity |
| Emotional Intelligence | 0,678     | 1,475 | Non Multicollinearity |
| Work Environment       | 0,863     | 1,159 | Non Multicollinearity |

Source: Primary Data, 2024

Based on the multicollinearity test results in the table above, it is known that all independent variables consisting of work life balance, emotional intelligence and work environment do not occur symptoms of multicollinearity because the tolerance value > 0.01 and the VIF value < 10.

Heroscedasticity Test according to Ghozali (2018: 137) Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance in the residuals of one observation to another. If the variance from the residuals of one observation to another is constant, it is called homoscedasticity and if it is different it is called heteroscedasticity with a sig value greater than the alpha value of 5%. The following are the results of the Heroscedasticity Test as follows:

Table 4. Heteroscedasticity Test Results

| Model                  | Unstandardized coefficients |            | Standardized coefficients |        | Sig   |
|------------------------|-----------------------------|------------|---------------------------|--------|-------|
|                        | B                           | Std. error | Beta                      | t      |       |
| (Constant)             | 4.114                       | 3.276      |                           | 1.256  | 0.215 |
| Work Life Balance      | 0.125                       | 0.079      | 0.284                     | 1.584  | 0.120 |
| Emotional Intelligence | -0.069                      | 0.057      | -0.202                    | -1.195 | 0.238 |
| Work Environment       | -0.116                      | 0.082      | -0.212                    | -1.413 | 0.164 |

Source: Primary Data, 2024

Based on the results of the heteroscedasticity test in the table above, it is known that all independent variables consisting of Work life Balance, Emotional Intelligence and Work Environment do not experience heteroscedasticity. Evidenced by the probability value of significance above 0.05 or 5%.

The normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution. A good residual model and suitable for use in research is one that has a normal distribution, and can be seen from the normal Plot of Regression Statistics graph. The normality test in this study used scatter plot graph analysis. The following are the results of the normality test with graph analysis as follows:

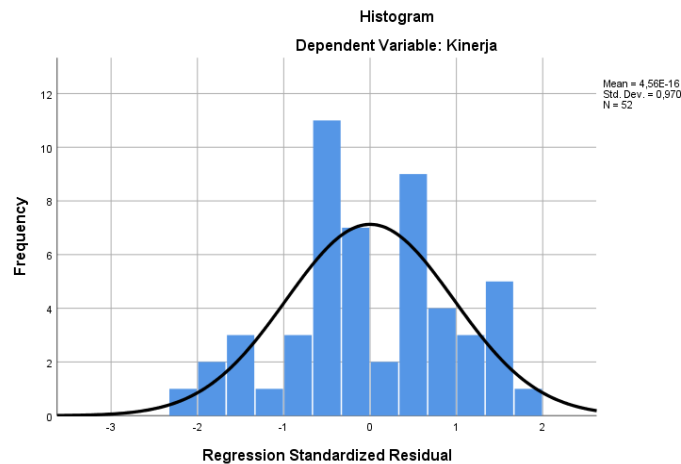


Figure 1. Normal Histogram Plot of Regression Statistics  
Source: Primary Data, 2024

The shape of the histogram curve which is in the center and does not lean to the right or left indicates that the research data is normally distributed, which is supported by the results of the normality test conducted using the histogram graph as follows:

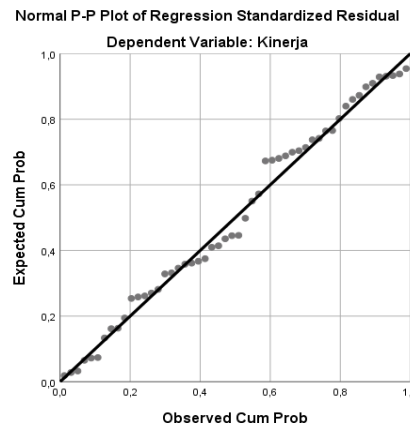


Figure 2. Normal Histogram Plot of Regression Statistics  
Source: Primary Data, 2024

Based on the results of the normality test using the normal P-P Plot Graph, it can be concluded that the research data has a normal distribution, this can be seen from the points in the figure spread around the diagonal line, and the distribution follows the normal line. This shows that this research data can be normally distributed.

### c. Multiple Linear Regression Test

Multiple linear regression testing is carried out to test the hypothesis, determine the level of influence of the independent variables, namely Work Life Balance, Emotional Intelligence, Work Environment on the dependent variable performance. The following multiple linear regression results are as follows:

Table 5. Multiple Linear Regression Analysis

| Model                  | Unstandardized coefficients |            | Standardized coefficients | t      | Sig   |
|------------------------|-----------------------------|------------|---------------------------|--------|-------|
|                        | B                           | Std. error | Beta                      |        |       |
| (Constant)             | 23,914                      | 5,826      |                           | 4,105  | 0,000 |
| Work Life Balance      | -0,298                      | 0,122      | -0,322                    | -2,444 | 0,018 |
| Emotional Intelligence | 0,446                       | 0,100      | 0,562                     | 4,450  | 0,000 |
| Work Environment       | 0,589                       | 0,147      | 0,461                     | 4,011  | 0,000 |

Source: Primary Data, 2024

The value of multiple linear regression analysis is concluded as follows:

$$Y = 23.914 - 0.298X_1 + 0.446X_2 + 0.589X_3 + e_i$$

## d. Hypothesis Test

Table 6. Coefficient of Determination ( $R$ )<sup>2</sup>

| Model | R                  | R Square | Adjust R Square | Std. error of the estimate |
|-------|--------------------|----------|-----------------|----------------------------|
| 1     | 0,659 <sup>a</sup> | 0,434    | 0,399           | 3,818                      |

Source: Primary Data, 2024

Based on the results of the coefficient of determination test in table 6, it is known that the Adjusted R Square value = 0.399 or 39.9%, meaning that the independent variables used in the regression model, namely Work Life Balance, Emotional Intelligence, and Work Environment, are able to explain the dependent variable Performance by 39.9% while 60.1% is influenced by other independent variables not included in the study.

Table 7. F Test Result

| Model | Sum of squares | df | Mean square | F      | Sig   |
|-------|----------------|----|-------------|--------|-------|
| 1     | Regression     | 3  | 179,144     | 12,288 | 0,000 |
|       | Residuals      | 48 | 14,579      |        |       |
|       | Total          | 51 |             |        |       |

a. Dependent Variable: Performance

b. Predictors (Constant): Work Life Balance, Emotional Intelligence, Work Environment

Source: Primary Data Processed, 2024

Based on Table 7, the F value is 12.288 with a sig level of 0.000 &lt; 0.05.

Table 8. t Test Result

| Model                  | Unstandardized coefficients |            | Standardized coefficients |        | Sig   |
|------------------------|-----------------------------|------------|---------------------------|--------|-------|
|                        | B                           | Std. error | Beta                      | t      |       |
| (Constant)             | 23,914                      | 5,826      |                           | 4,105  | 0,000 |
| Work Life Balance      | -0,298                      | 0,122      | -0,322                    | -2,444 | 0,018 |
| Emotional Intelligence | 0,446                       | 0,100      | 0,562                     | 4,450  | 0,000 |
| Work Environment       | 0,589                       | 0,147      | 0,461                     | 4,011  | 0,000 |

Source: Primary Data, 2024

The t test (partial) provides the following conclusions:

## 1) Work Balance

The calculation results obtained  $t_{count} (-2.444) < t_{table} (2.010)$  with a significance level of  $0.018 < 0.05$  then  $H_0$  is accepted. Based on the results of testing and analyzing the research data that has been carried out, it is concluded that the Work Life Balance variable partially has no significant effect on the performance of Klatak Health Center employees.

It is concluded that work life balance can affect optimal employee work results and can help contribute to the goals, vision and mission of the organization. Poor work life balance results in various conflicts in employees and the results they do: such as irregular activity schedules, decreased quality of work, decreased physical and mental health and stress at work. It is hoped that the Klatak Community Health Center can provide solutions to employee difficulties in organizing, controlling and managing work time. The results of the study are in line with previous research by Kembuan et al (2022) "The Effect of Work Life Balance and Work Environment on Employee Performance at PT Bank Sulutgo Main Branch in Manado". The results of the research Work life balance partially has no significant effect on employee performance at PT Bank Sulutgo Main Branch in Manado.

## 2) Emotional Intelligence

The calculation results obtained  $t_{count} (4.450) > t_{table} (2.010)$  with a significance level of  $0.000 < 0.05$  then  $H_0$  is rejected. Based on the results of testing and analyzing the research data that has been carried out, it is concluded that the Emotional Intelligence variable partially has a significant effect on the performance of Klatak Health Center employees.

It is concluded that emotional intelligence is one of the benchmarks to determine the level of good employee performance for an organization. Individuals who have good emotional intelligence can be superior. Have skills in calming themselves quickly, more capable in understanding others. This is necessary so that Klatak Health Center employees can provide maximum work results. It is hoped that the Klatak Health Center can improve emotional control in each employee so that the process of activities carried out at the health center can run well in terms of socializing and communicating with colleagues and the community. The results of the study are in line with previous research by Mahmud et al (2022) "The Effect of Competence, Emotional Intelligence, Work Environment on Employee Performance of PT. Perkebunan Nusantara XIV (Persero) Bone Arasoe Sugar Factory, Bone Regency". The results of the research on emotional intelligence partially have a positive and significant effect on the performance of employees of PT. Perkebunan Nusantara XIV (Persero) Bone Arasoe Sugar Factory, Bone Regency.

### 3) Work Environment

The calculation results obtained  $t_{\text{count}} (4.011) > t_{\text{table}} (2.010)$  with a significance level of  $0.000 < 0.05$  then  $H_0$  is rejected. Based on the results of testing and analyzing the research data that has been carried out, it is concluded that the Work Environment variable partially has a significant effect on the performance of Klatak Health Center employees.

It is concluded that the work environment of the Klatak Health Center is in good condition, it's just that there are still things that need to be addressed such as the size of the workspace, as well as the addition of air conditioners or fans in order to provide comfort with workspace standards in general. Provide sufficient health facilities so that employees can work optimally without any difficulties in providing services to the community. The results of the study are in line with previous research by Simamora et al (2022) "The Effect of Work Ability, Work Environment, and Emotional Intelligence on Employee Performance at PT PLN Persero Manado Area". The results showed that there was a significant influence of the Work Environment on the Performance of Employees of PT PLN Persero Manado Area.

## 5. CONCLUSIONS

Based on this, it is concluded that the work balance variable, emotional intelligence, and work environment simultaneously affect the employee performance variable. Based on the t test, the work balance variable partially has no effect on employee performance. It is hoped that the Klatak Health Center can provide solutions to employee difficulties in organizing, controlling and managing work time. Emotional intelligence variables partially have a significant effect on employee performance. It is hoped that the Klatak Health Center can improve emotional control in each employee so that the process of activities carried out at the health center can run well in terms of socializing and communicating with colleagues and the community. Work environment variables partially have a significant effect on Employee Performance. The work environment of the Klatak Health Center is in good condition, there is still something that needs to be addressed such as the size of the workspace, as well as the addition of air conditioners or fans in order to provide comfort with workspace standards in general. Provide sufficient health facilities so that employees can work optimally without any difficulties in providing services to the community.

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