The Influence Of Work Life Balance, Professional Competence, Preventive Discipline And Financial Compensation On The Employee Performance

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Abstract. Teachers are human resources who are considered the key to success or efforts to achieve educational goals. Therefore, education as a whole requires reliable human resources, namely professional teachers. Education cannot make a meaningful contribution without the support of professional and qualified teachers. This study is done to identify the effect of work life balance, professional competence, preventive discipline and financial compensation on the performance of MTs NU 10 Penawaja teachers. This study's methodology is survey-based and quantitative. Both primary and secondary data were used. The study's sample size consists of 36 MTs NU 10 Penawaja instructors. A linkert scale was then used to rate the respondents' responses. Multiple linear regression is the analytical technique employed in this study, with the assistance of the SPSS version 25 program. The analysis used includes validity test, classical assumptions, reliability test, hypothesis testing. The results of this study are work life balance has a positive effect on teacher performance, professional competence has a positive effect on teacher performance, preventive discipline has a positive effect on teacher performance and financial compensation has a positive effect on teacher performance.

Keyword. *work life balance, professional competence, preventive discipline, financial compensation and Employee Performance*

1 INTRODUCTION

1.1 Background

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Teachers are human resources that are considered an important element in success to achieve educational goals. Everyone realizes that knowledge is the best way to achieve anything in this world and that it can be achieved through education. Therefore, all efforts to improve the quality of education cannot make a meaningful contribution without the support of professional and qualified teachers. Teachers are expected to work optimally. If the performance of teachers increases, it will affect the quality of their resources, especially in the younger generation who will build a quality nation and be able to face challenges in the future. So the first way to increase education quality is the performance of the teachers.

This study is a development of research conducted by [3]. With the title "Analysis of the Influence of Work Life Balance, Work Environment, Work Professional Competence and Work Involvement on the Performance of Elementary School Teachers in Mlonggo District". In contrast to the previous study, this study replaced the variables of work environment and work involvement by adding two factors that influenced teacher performance, namely preventive discipline and financial compensation factors and the object of this research was at MTs NU 10 Penawaja. With the reason that an organization or company will be able to run well if there is teacher discipline and the fulfillment of teachers' needs from the financial compensation that has been obtained from teaching results. The reason for choosing the location at MTs NU 10 Penawaja is because in the results of the interviews that we have conducted, it was found that there was a decrease in teacher performance even though there was already a special staff for handling human resources at MTs NU 10 Penawaja.

Judging from the presentation of work-life balance, professional competence, preventive discipline, and financial compensation, these four variables are closely related to the level of teacher performance, so the author is encouraged to conduct this research for the evaluation of teachers' human resources at MTs NU 10 Penawaja in improving the performance of teachers and supporting the quality of student achievement if teacher performance increases, student achievement will increase

1.2 Problem Formulation

In the background that has been explained earlier, in this study the researcher took the formulation of the problem, namely the decline in teacher performance, as well as the factors that affect teacher performance, including work life balance, professional competence, preventive discipline, and financial compensation of MTs NU 10 Penawaja.

1.3 Research Objectives

In the background and formulation of the problem above, the aims of this study are as follows: 1. To test the effect of work-life balance on employee performance (MTs NU 10 Penawaja teachers). 2. To test the influence of professional competence on employee performance (MTs NU 10 Penawaja teachers). 3. To test the effect of preventive discipline on employee performance (MTs NU 10 Penawaja teachers). 4. To test the effect of financial compensation on employee performance (MTs NU 10 Penawaja teachers).

1.4 Research Benefits

The benefit of this study include: Theoretical benefits: The results of this research are expected to provide a more in-depth picture and understanding and become a theoretical and practical reference in the development of human resource management or MSDM, especially about work life balance, professional competence, preventive

discipline, and financial compensation of MTs NU 10 Penawaja. Practical benefits: By examining the work-life balance, professional competence, preventative discipline, and financial remuneration of MTs NU 10 Penawaja, the study's findings should help them enhance teacher performance.

2 LITERATUR REVIEW

2.1 Employee Performance

Performance is result shown from works through quality and quantity achieved by an employee as a whole as a result of the implementation of company planning to achieve common goals. Employee performance is the result of qualitative and quantitative work carried out by employees in completing tasks in accordance with their responsibilities.

Performance is the amount of work an employee completes on a job or assignment that they have been given by the company. As long as an employee fulfills their tasks in line with those established by the organization, performance may be seen as the outcome of his job in terms of both quantity and quality. According to [5] there are several employee performance indicators, namely: 1. Work quality, 2. Work quantity, 3. Responsibility and 4. Collaborate.

2.2 Work Life Balance

The ability to balance time and work, responsibilities with things that are not related to work, such as: Organizing the personal and family lives of employees to avoid conflicts that affect productivity and performance is known as work-life balance. According to [1], work-life balance is defined as a balance between personal life and work. Examples include establishing good relationships with coworkers, spending time relaxing alone or with family, and working passionately. Following indicators can be used to measure work-life balance: 1. Time balance, 2. Involvement balance and 3. A person's level of satisfaction.

2.3 Professional Competencies

Competence is defined as knowledge, abilities, skills, or personality traits that affect a person's performance. Professional competence includes various abilities needed to make a person a professional teacher. Expertise or unique skills in their industry, such as understanding of the material to be taught and its instructional strategies, constitute professional competence. Furthermore, there is also responsibility for the tasks carried out, and establishing good relationships with fellow teachers. According to Suyanto and Asep Jihad, important indicators for professional competence are as follows: 1. Understanding relevant scientific topics. 2. Understand the structure and methods of science.

2.4 Preventive Discipline

Preventive discipline can be used to discipline employees. Preventive discipline aims to encourage employees to comply with various rules and standards to prevent violations. The most important thing is to teach "self-discipline" to every employee. Preventive discipline is a step to encourage employees to comply with the rules and standards set to prevent violations. Five indicators, are used to assess employee performance individually:1. Quality, 2. Quantity, 3. Punctuality, 4. Effectiveness, and 5. Independence.

2.5 Financial Compensation

Financial compensation is an award in the form of rewards given to employees for the work they do for the company. Direct and indirect compensation are the two types of remuneration. Direct compensation is compensation that is directly linked to the job such as salary, bonuses, etc. While indirect compensation is such as benefits, insurance, training, etc. [4], namely: 1. Salary, 2. Wages, 3. Incentives, 4. Insurance, and 5. Facilities.

2.6 Framework of Thought

In relation to education, performance not only has an impact on the teacher's standard of living, but also affects education quality and the future of students. In order to increase educational outcomes quality, teachers need professional skills and good performance. [6] Work Life Balance This study proves that there is a positive influence on teacher performance. Professional competency research is strengthened by research conducted by [7] Professional Competence This study proves that there is a significant direct influence of professional competence on teacher performance. Research on preventive discipline is strengthened Preventive Discipline This study proves that there is an influence of preventive discipline on employee performance. Research on financial compensation is strengthened Financial Compensation This study proves that there is a significant direct influence of financial compensation on employee performance. Previous research conducted by [3] With the title "Analysis of the Influence of Work Life Balance, Work Environment, Work Professional Competence and Work Involvement on the Performance of Elementary School Teachers in Mlonggo District". In contrast to the previous study, this study replaced the variables of work environment and work involvement by adding two factors that influenced teacher performance, namely preventive discipline and financial compensation factors and the object of this research was at MTs NU 10 Penawaja. With the reason that an organization or company will be able to run well if there is teacher discipline and the fulfillment of teachers' needs from the financial compensation that has been obtained from teaching results. A theoretical framework that may serve as a guide for problem resolution is created following a survey of the literature that served as the foundation for the formulation of the issue put forward in this study:

The following figure displays the research model that was constructed by.

Figure 1.1
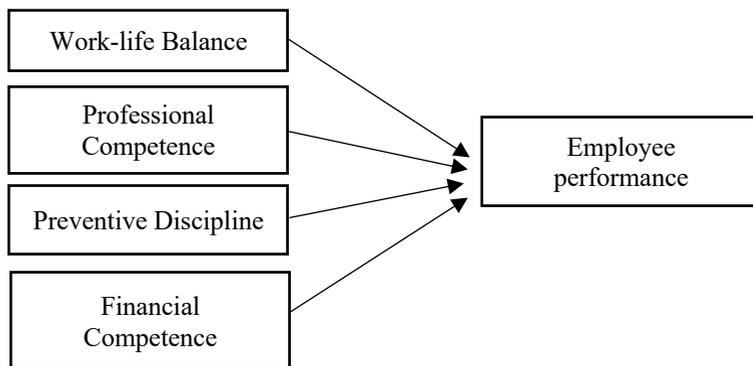**Framework of Thought**

Figure 1.1. Framework of Thought

Information:

1. H1: Work Life Balace has a positive effect on the performance of teacher employees at MTS NU 10 Penawaja.
2. H2: Professional competence has a positive effect on the performance of teacher employees at MTS NU 10 Penawaja.
3. H3: Preventive Discipline has a positive effect on the performance of teacher employees at MTS NU 10 Penawaja.
4. H4: Financial Compensation has a positive effect on the performance of teacher employees at MTS NU 10 Penawaja.

3 RESEARCH METHODS

Quantitative analysis is used in this research. Quantitative research is one type of study that is done through the use of numbers, whose data is in the form of numbers (scores, or values, rankings or frequencies) [2]. This study uses the category of *Nonprobability Sampling* with the *Sample Saturation technique* (saturated sample). Every individuals of the population didn't have an equal chance of being chosen as a sample when using nonprobability sampling. Using every member of the population as a sample is known as saturated sampling. The population in this study is MTs NU 10 Penawaja teachers totaling 36 people, which means less than 100. So, all of them will be used as samples.

4 RESULTS AND DISCUSSION

The aim of hypothesis testing is to determine the influence of work-life balance, professional competence, preventive discipline, and financial compensation on employee performance. Work life balance as the independent variable (X1), professional competence as the second independent variable (X2), preventive discipline as the third independent variable (X3), financial compensation as the fourth independent variable (X4) and employee performance as the bound variable (Y). Linear regression calculation uses questionnaire score data from each variable. The third hypothesis proposed in this study is: H_{05}: There is no significant influence between work-life balance, professional competence, preventive discipline, and financial compensation on the performance of MTs NU 10 Penawaja teachers. ($\rho=0$)

Ha5: There is a significant influence between work-life balance, professional competence, preventive discipline, and financial compensation on the performance of MTs NU 10 Penawaja teachers. ($\rho\neq0$) The first test given to test the fifth hypothesis is the calculation of regression analysis which will result in a double correlation value (R). The double correlation value shows whether or not there is a relationship between the four independent variables and the bound variable. If the R value is getting closer to 1, then the relationship that occurs is getting stronger. Sugiyono (2011) explained that the correlation value is categorized into five levels of relationships as shown in Table 1:

Figure 1.2
Correlation Value Scale Category

Scale	Category
0,00 – 0,199	Very Low
0,20 – 0,399	Low
0,40 – 0,599	Keep
0,60 – 0,799	Strong
0,80 – 1,000	Very Strong

Source: Priyatna (2011)

The first output results in the multiple regression analysis showed the value of the double correlation between the variables of work life balance, professional competence, preventive discipline, and financial compensation on employee performance. The results can be read in Table 2 below:

Table 2 Results of Multiple Correlation Values of work life balance, professional competence, preventive discipline, and financial compensation on employee performance.

Table 1
Results of multiple correlation values of work life balance variables, professional competence, preventive discipline, and financial compensation on employee performance

Model Summary[b]

Model	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.160	.052	2.297	1.212

Source: SPSS Data Processing Results version 25

Based on Table 2, the output of the Model Summary column R has a number of 0.160 numbers, which shows a double correlation. Work life balance, professional competence, preventive discipline, and financial compensation for employee performance. The correlation was positive, indicating that there was a positive correlation between the pedagogic competency variable and teacher performance. The correlation value is 0.160, meaning that it is in the range of 0.00 – 1.99 and is included in the very low category. Consequently, it may be said that the correlation value that occurs between the four independent variables to the bound variable is very low.

The second output result in the multiple regression analysis shows the significance value of the double regression between the variables of work life balance, professional competence, preventive discipline, and financial compensation on employee performance. H0 is rejected if the significance value < 0.05, and H0 is accepted if the significance value > 0.05. The results of the significance value between the variables of work life balance, professional competence, preventive discipline, and financial compensation on employee performance. can be seen in Table 4.35 below:

Table 2
Results of the Significance Value of Double Regression Variables of Work Life Balance, Professional Competence, Preventive Discipline, and Financial Compensation on Employee Performance

Source: SPSS Data Processing Results version 25

Based on the table, the sig. column shows a

ANOVA

Model	Sum of Squares	df	Mean Square	F	Mr.
Regression	31.209	4	7.802	1.479	.232b
Residual	163.541	31	5.276		
Total	194.750	35			

significance value of 0.000. The significance value shows that H0 is rejected because the significance value < 0.05. Therefore, this results shows that work life balance, professional competence, preventive discipline, and financial compensation can affect employee performance. Furthermore, there is a need to determine the prediction value of the bound variable. Based on the double regression analysis, the constant value and the regression coefficient value are obtained which are then included in the double linear regression equation. The formula for the multiple linear regression equation is $Y' = \alpha + b_1 X1 + b2 X2 + ... + b_{nXn}$ where Y' is the predicted value, α is the constant, b is the value of the multiple regression coefficient, and X represents the free variable. The values entered in the simple linear equation formula is seen from table 4:

Table 3
Results of Value B of Variable Double Regression Analysis

Coefficientsa

Model	B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Mr.
(Constant)	.016	.626		025	.980

WORK LIFE BALANCE	.237	.157	.227	1.514	.140
PROFESSIONAL COMPETENCIES	.746	.228	.483	3.278	.003
PREVENTIVE DISCIPLINE	.112	.125	.083	895	.378
FINANCIAL COMPENSATION	.207	.152	.207	1.360	.183

Source: SPSS Data Processing Results version 25

The output results of the Coefficients of the Unstandardized Coefficients B column showed that the constant value was 0.016 and the regression coefficient (b_1) was 0.237, the regression coefficient (b_2) was 0.746, the regression coefficient (b_3) was 0.112 and the regression coefficient (b_4) was 0.207. The value of α is the magnitude of the value of Y if the value X = 0, while the value of b_1, b_2, b_3 and b_4 is the value of the regression coefficient of Y over X_1, X_2, X_3, and X_4. The results of multiple regression calculations illustrate the relationship between the variables X_1, X_2, X_3 and X_4 with Y.

The multiple linear regression equations are formed as follows:

Y' = α + b1X1+ b2X2+b3X3+b4X4

Y' = 0,016+ 0,237 X1+ 0,746 X2+ 0,112 X4 + 0,207 X5

Information:

Y' = Employee Performance

X1= Work Life Balance

X2= Professional Competencies

X3= Preventive Discipline

X4= Financial Compensation

a = konstanta

b = regression coefficient

An explanation of the regression equation is provided below.

1. The constant is 0.016, meaning that the employee's performance (Y) is 0.016 if the values of X1, X2, X3, and X4 are 0.
2. The work-life balance variable (X1) has a regression coefficient of 0.237, meaning that, assuming all other factors remain constant, a 1% improvement in work-life balance would result in a 23.7% increase in employee performance (Y). A positive value coefficient indicates that employee performance and work-life balance are positively correlated. Employee performance improves with greater work-life balance.
3. The professional competency variable (X2) has a regression coefficient of 0.746, meaning that, assuming all other factors remain constant, a 1% increase in professional competence would result in a 74.6% rise in employee performance (Y). A positive value coefficient indicates that

employee performance and professional competence are positively correlated. Employee performance improves with increased professional competency.

4. The preventive discipline variable (X3) has a regression coefficient of 0.112, meaning that, assuming all other variables remain constant, a 1% increase in preventive discipline would result in an 11.2% increase in employee performance (Y). A positive value coefficient indicates that employee performance and preventative discipline are positively correlated. Employee performance improves with stronger preventative discipline.

5. The financial compensation variable (X4) has a regression coefficient of 0.207, meaning that, under the assumption that all other factors remain constant, an increase of 1% in financial compensation will result in a 20.7% increase in employee performance (Y). A positive value correlation indicates that employee performance and monetary remuneration are positively correlated. Employee performance improves with more monetary pay.

Test T

Table 4. It can be seen that the influence of each independent variable that affects employee performance is:

1. Hypothesis 1, there is no positive and significant influence between work-life balance (X$_I$) on the performance of MTs NU 10 Penawaja teachers. The calculated T value was obtained as 1.514 T, the table was 0.016 with a significance of 0.140, this means that Ha was rejected and Ho was accepted, thus it can be said that there is no partial influence of work life balance (X$_I$) on the performance of MTs NU 10 Penawaja teachers.

2. Hypothesis 1, there is a positive and significant influence between professional competence (X$_2$) on the performance of MTs NU 10 Penawaja teachers. The calculated T value was obtained as 3.278 T in the table of 0.016 with a significance of 0.003, this means that Ha was accepted and Ho was rejected, thus it can be said that there is a significant influence of professional competence (X$_2$) on the performance of MTs NU 10 Penawaja teachers.

3. Hypothesis 1, there is no positive and significant influence between preventive discipline (X$_3$) on the performance of MTs NU 10 Penawaja teachers. The calculated T value was obtained as 0.895 T, the table was 0.016 with a significance of 0.378, this means that Ha was rejected and Ho was accepted, thus it can be said that there is no partial influence of preventive discipline (X$_3$) on the performance of MTs NU 10 Penawaja teachers.

4. Hypothesis 1, there is no positive and significant influence between financial compensation (X$_4$) on the performance of MTs NU 10 Penawaja teachers. The calculated T value was obtained as 1.360 T, the table was 0.016 with a significance of 0.183, this means that Ha was rejected and Ho was accepted, thus it can be said that there is no partial influence of financial compensation (X$_4$) on the performance of MTs NU 10 Penawaja teachers.

Finding the coefficient value of determination based on the outcomes of multiple linear regression analysis comes after figuring out the prediction value of the bound variable. The Model Summary's result is derived from the multiple regression linear analysis computation. In the output of the Model Summary, the value of the correlation coefficient R Square is stated which is then entered into the formula for the degree of determination coefficient $KP = r^{2x\ 100\%}$, where KP is the value of the determination coefficient and r is the value of the correlation coefficient. The value of the determination coefficient of the variable work life balance, professional competence, preventive discipline, and financial compensation on employee performance. It can be read from Table 5:

Table 4
The value of the determination coefficient of the variable work life balance, professional competence, preventive discipline, and financial compensation for employee performance.

Source:
SPSS Data

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.400a	.160	.052	2.297	1.212

Processing Results version 25

The output of the Model Summary of the R Squar column in the table shows a correlation coefficient value of 0.824. Then the value of the correlation coefficient is included in the equation of the degree of the determination coefficient as follows:

KP = r2x 100% = 0,160 x 100% = 16%

Based on the calculation of the degree of equality of the determination coefficient, it can be concluded that the value of the determination coefficient of the variables of work life balance, professional competence, preventive discipline, and financial compensation for employee performance is 16%.

Another calculation carried out in the third hypothesis test is to conduct the F test. [2]explained, "The F test is utilized to determine if the independent factors taken together have a substantial impact on the dependent variables ". The test criteria for the F test is to compare the F value$_{of the table}$ and the F$_{calculation}$. If F$_{calculates}$ n$\leq$ F$_{table}$, then H$_0$ is accepted and if F$_{calculates}$> F$_{table}$, then H$_0$ is subtracted. The calculated F value can be read on the ANOVA output of column F in the following Table 6:

Table 5
F Value on Multiple Linear Regression Variables of Work Life Balance, Professional Competence, Preventive Discipline, and Financial Compensation on Employee Performance

ANOVA

Source: SPSS Data

Model	Sum of Squares	df	Mean Square		M r.
Regression	31.209	4	7.802	1.479	232b
Residual	163.541	31	.276		
Total	194.750	35			

Processing Results version 25

Based on Table 6, F is$_{calculated}$ as 1,479 with a sig of 0.232. The next step is to determine the F_{table}. F_{table} is determined by calculating df 1 (number of variables-1) and df 2 (n-k-1) where n is the sum of data and k is the sum of free variables. The calculated format that is formed, namely:

df 1 = 5 – 1 = 3
df 2 = 36 – 4 – 1 = 36

The F value$_{of\ the\ table}$ obtained from the calculation results is 2,629,707 with the help of the Microsoft Excel 2010 program using the formula = finv (0.05; 3; 36). The calculation results show that the value of $F_{is\ greater}$ than that of F_{table} (1,479> 2,629,707), then H_0 is rejected.

Discussion

Based on the analysis of SPSS V.25 which shows the coefficient value and statistical value, the following discussion is obtained:

Logically, the results of this study show that when associated with applicable rules, teachers' professional attitudes reflected through innovation and productivity in completing work responsibilities can be considered to be running well. This can be seen from the implementation of tasks such as delivering learning materials and carrying out activities related to the learning process that have been in accordance with the stipulated provisions. This professional attitude has a positive influence on the performance of teachers at MTs NU 10 Penawaja, so that teachers can carry out their duties and functions optimally, both in supporting the cognitive, affective, and psychomotor development of students for whom they are responsible.

The results of the work-life balance analysis show that there is no significant influence, but the school must still pay attention to the teacher's work-life balance. So that teachers feel comfortable working in the environment and the teacher can divide time between working hours and time with his family.

Although the results of the analysis show that there is no significant influence, the school still needs to pay attention to the teacher's work discipline because discipline is an attitude of obedience and compliance that teachers have consciously with the rules, norms, or provisions that apply in the school environment. This is important to avoid sanctions or punishments, as well as to support the achievement of the expected educational goals. In addition, as educators, teachers are required to show a disciplined attitude, considering that they interact directly with students. Role models in discipline are important, because if teachers are not disciplined, students tend to imitate those behaviors and become undisciplined as well.

Financial compensation does not show significant results, but the school must pay attention to the amount of compensation for teachers' services in teaching in accordance with the policies applicable in the school. And the school must pay attention to the welfare of the teachers.

Logically, from the results of this study, it can be concluded that the professional competence of MTs NU 10 Penawaja teachers is able to influence the performance of teachers both in mastering learning materials, utilizing existing information technology, and being able to develop their professionalism.

5 CONCLUSION

Through the research's results, the researcher draws the conclusion that the influence of the professional competency variable is found, but not on other variables. So it can be concluded that the correlation value that occurs between the two variables is very strong. The direction of the relationship that occurs between professional competence and the performance of teacher employees has a positive value. This means that if professional competence is improved, teacher performance will also increase. It can be concluded that there is an influence between professional competence and teacher performance in MTs NU 10 Penawaja. The suggestions

that researchers can give are, to improve the performance of teacher employees, it is necessary to improve professional competency indicators including, understanding learning topics and understanding scientific structures and methods. With this indicator, it is hoped that it can improve the performance of MTs NU 10 Penawaja teachers.

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