



Work Life Balance, Self-Confidence, Physical and Mental Health, And Workers In Riau: An Analysis Of The Impact On Employee Engagement By Managerial Equity

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ABSTRACT

The primary objective of this study is to investigate the relationship between work-life balance, self-confidence, physical health, and overall health, including mental health, and employee engagement in Riau's workforce through the lens of managing equity in the workforce. This study's secondary objective is to investigate the relationship between work-life balance and overall health. This inquiry will use a quantitative approach to its methods. Participants hailing from Riau's workforce make up this study's sample. One hundred distinct employees were included in the research study as part of the sample. Subjective sampling was the name given to the research method that was utilized for the selection of participants for this study. This method was a hybrid of probability and non-probability sampling. In order to obtain the information that was required, a survey was carried out with the use of a Google form. The innovative PLS 3 performs something that involves applying the evaluation technique to the inner anatomy and trajectory. Work-life balance, self-confidence, and physical and mental wellness boost employee engagement, according to the research. The organization's administrative role equality also improves these qualities.

Keywords: Work-life balance; Employee Engagement; self confidence; Managerial Equity; Physical and Mental Health.

I. INTRODUCTION

Employee Engagement is the level of eagerness and commitment towards a work. It is a wide structure that deals with Human Resource Management. Employee Engagement is designed on the concepts of job satisfaction, employee responsibility and organizational citizenship behavior.

Employee Engagement is an idea to understand the relationship between companies and employees. Employee Engagement is the forecaster for positive organizational performance (Soloman Markos). When the employee engagement is there automatically it leads organization or company into a creative and innovative manner. As a result, an evaluation of the effect of managerial equity is the study's subtitle on workers in Riau's work-life balance, self-confidence, physical health, and mental health on employee engagement.

The study's objectives include:-

1. Evaluate and examine how work-life balance affects employee engagement.
2. Evaluate and analyze the impact of employee involvement on self-confidence.
3. To assess and determine how employee engagement is impacted by physical and mental health.
4. To fully determine how management equity affects an employee's work-life balance, sense of self, and physical and mental health.

II. DEFINITIONS:

A. EMPLOYEE ENGAGEMENT

Employee Engagement is a technique and way for a persons, who are connected with work or business in its culture and success.

(Robertson-Smith, Gemmai, Markwick, Carl) says that employee engagement is a planned appraisal. (Schrita Osborne & Mohammad s. Hammoud)has described employees satisfaction. And boosting employees can build a relationship between employers and employees.

(Macey and Schneider (2008)) mentions that engagement is a psychological and regulation in a evaluation value.

B. WORK- LIFE BALANCE

"Work-life balance is an ideal life" Work is an art, existence is a wave, and one is always pushed in the direction of responsibility and a successful career. Work and life are comparable to Time Management or a commitment involving daily successes and failures. Even when a work-life balance accuses us, we must confront all situations strategically and maintain a balanced personal life. Therefore, we should have some concepts and actions regarding work-life balance. Life and work Balance is of paramount importance for all men and women. Every woman expects and gives importance to meaningful lives, just as men expect some time interval, relaxation, etc., but both genders primarily expect the same things. Stress and Exhaustion: -I would like to point out that stress and burnout are distinct, as stress always causes us to feel anxious, unhappy, and sleep-deprived, among other symptoms. But this is not the case with burnout; instead, we experience

tension in a specific location and, after a period of time, we begin to feel joyful and relaxed. However, tension is the primary factor and initial stage that negatively impacts your health. Therefore, inadequate working conditions, lack of participation in decision-making, lack of social support, etc... are the initial stages of work stress. When confronted with all of these problems, we cannot see anything but fatigue on our faces, let alone contentment. Therefore, when there is a lack of pleasure, there will also be a lack of affection and relationships, just as these phases impact both sides, which is why we need a work-life balance.

C. SELF – CONFIDENCE

(Owens, Timothy J.) says that self-testing and positive efforts are related with Self-confidence. Confidence reflects by your skills and abilities, for that we have to trust yourself so that you know your strength and weakness. Imagine that “NO PERFECT OR NOTHING IS PERFECT”. Anyone who has never made a mistake has never tried anything new, (Albert Einstein).

D. PHYSICAL AND MENTAL HEALTH

Employee with good work-life balance is more systematic consistency and motivated. We can able to balance both professional life and a personal life because of mental power. As a word like when the basement is strong, the building also strong. As like having a healthy body and happy mind is the basement for happy men and women.

Physical health aspects like;

i) Sleep: -

It is a most important one for physical health nearly we need to sleep 8-10 hours every day at night, but currently there is an lacking at sleep because of pressures, responsibilities, work etc. so, it's affecting the brain, heart disease, depression etc...

ii) Balanced Diet: -

Eating always makes us happy, but eating good nutrition foods always make healthy brain and fit. And also, it keeps your body working well and active.

iii) Physical Activities: -

It's like exercise, bicycle, motor ride, having trips, gym, walking, tennis or cricket whatever it is. But when we are doing all these types of activities, we feel fit and stress relief automatically. we start to feel happy and refresh, mainly it helps to focus and active in work.

E. MANAGERIAL EQUITY

Managerial Equity is a giving equal priority to employers and the employees. (Russell Cropanzano, David E. Bowen and Stephen W. Gilliland) says that, Managerial Equity has a strong possibility for welfare like faith and responsibility.

(Greenberg, 1997) says that Managerial Equity mainly concentrate on, by the means of how the employees identify the management behavior and by what the behavior is connected with employees.

Sharing a plan, suggestions, intentions, aim, purpose and goal are the result will be an interactive and informative equity. (Kernan & Hanges, 2002)

III. FRAMEWORK AND HYPOTHESIS DEVELOPMENT

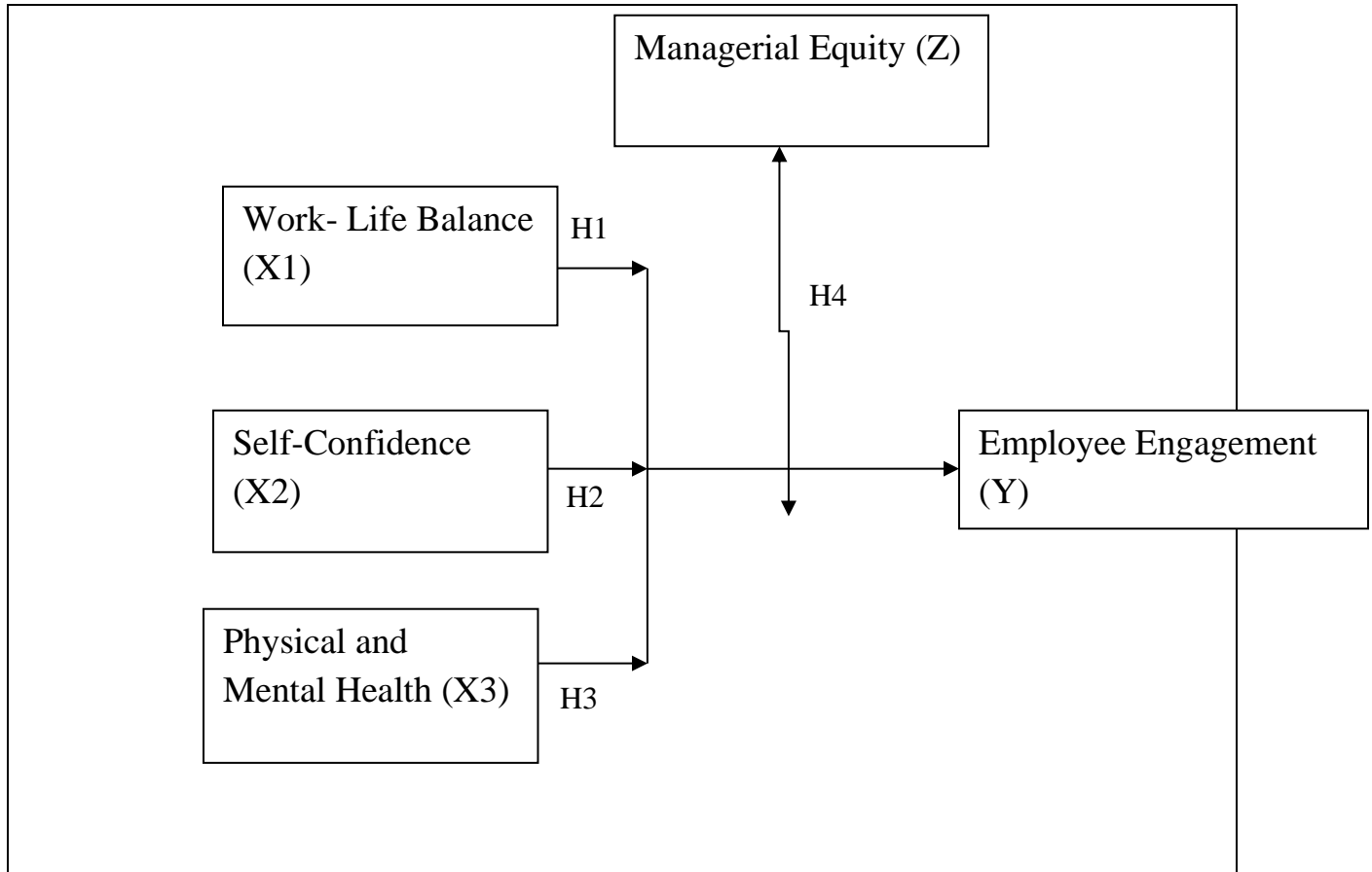


Figure 1: Conceptual framework

H1: Work and life compatibility holds favorable influence on personnel engagement in the Riau workforce

H2: Self-confidence holds favorable influence on personnel engagement in the Riau workforce.

H3: Physical and mental health have a favorable impact on employee engagement in the Riau workforce.

H4: Managerial Equity strengthens work-life balance, Self-confidence, physical and mental health towards Employee Engagement to the work force in Riau.

IV. RESEARCH METHODOLOGY:

The research method proceeded is quantitative in nature. The study is based on

primary sources of data and this first-hand data was collected through issue of questionnaire. Non-Probability sampling, specifically being subjective sampling was used as the sampling technique to undertake the study. The sampling method adopted for the study is Joe F. Hair Jr,Marko Sarstedt, Lucas Hopkins,VolkerG.

Kuppelwieser,(2014). In this method, the number of variables is multiplied for 20 times that is 20X. In the study, there are five variables or attributes. Therefore, the expression is $20 \times 5 = 100$. So the sampling size is measured as 100, which means that the sample must be at least 100 respondents. The most appropriate questionnaire was

constructed using summative scale with formal structurization and weighted value of 1 to 5, namely:

- Receiving an one-out of one means it is absolutely non-acceptable.
- A rating of two indicates it is non-acceptable.
- Impartial, scoring three.
- Acceptable, scoring four.
- Receiving an five-out of five means it is absolutely acceptable.

Statistical Evaluation Method:

A) Equipment Assay:

1. Duration:

The duration test was conducted by correlating the single individual element with the total element score. (Wiyono, 2020). The evaluation undertaken on both sides with a significance of 0.05. If a statement or item has a robust link with the overall score, it is considered legitimate for this analysis.

To check the validity, Pearson coefficient of relationship analysis was utilized.

When viewed closely, validity is significant if the Pearson coefficient determination value (r^2) is higher than the r table or the value of the significant two sides is less than 0.05.

2. Solidness:

In order to assess the reliability, the study was using the alpha (Cronbach's) technique with an elements that made of 0.05. (Wiyono, 2020). It is considered reliable if the alpha value is higher than the "r" product moment. If indeed the alpha value would be less than 0.6, reliability is deemed to be low. After a comprehensive analysis, the reliability is strong if the alpha is larger than 0.8.

B) Detailed Analysis:

A tool for data analysis based on statistics is descriptive analysis, which is collected for

establishing a detailed and wide view instead of placing a valid conclusion to be generalized. It is a crucial statistical data analysis element and also aids in detecting errors and outliers.

C) Hypothesis Testing:

The constructive or the inner model is the hypothesis test which describe based on substantive theory, the link and ascendancy between variables. The eq model is represented as follows:

$$\eta_j = \sum_i \beta_{ji} \eta_i + \sum_i \gamma_{jb} \zeta_b + \zeta_j$$

Basically,

The β_{ji} as well as γ_{jb} path coefficients connect the exogenous latent variables b and I to the endogenous predictors along the I to b index range. The internal remnant variable goes by the name J .

The conceptual framework, which measures the model's adequacy of fit by examining the R^2 , throws the constructs to the check. The level of significance of the interaction between the constructs also considered the parameter coefficient values itself and t -statistical significance value.

D) Moderation Analysis:

The association among the additional factor and thus the factor with the predictor variables seems capable of being able to be either reinforced or attenuated by the mediating role. It is possible to change or vary the connection between the autonomous and relationship between the dependent in a research model with the help of a mediation effect, according to a mediation study. Using the Smart - PLS tool, the study's moderation analysis was finished, and bootstrapping calculations were performed. Preliminary calculation findings will have a mediation

study (Andyani, H., Setyosari, P., Wiyono, B. & Djatmika, E. (2020)).

V. ASSESSMENT & CONVERSATION:

Table I: Participants by Sexual identity, Characteristics of Respondents by Gender

CLASSIFICATION	TOTAL	RATE
Men	40	40%
Women	60	60%
Gross	100	100.0

According to Table I, the bulk 60 people, or 60% of the study's participants, comprised by

the woman, even though only 40 people, or 40% of the participants, were of the man.

Table II Respondents by Age

CLASSIFICATION	TOTAL	RATE
21 – 25 Years	80	80%
26 – 30 Years	10	10%
31 – 35 Years	6	6%
Above 36 Years	4	4%
Gross	100	100%

Almost preponderance of the poll's responses are displayed in Figure 2. - 80 participants, or 80% of the total—were between the ages of 21 and 25, respondents between the ages of 26 and 30 were represented by 10 respondents, or 10%, respondents between the ages of 31

and 35 by 6, or 6%, and respondents above the age of 36 were represented by 4 respondents, or 4%

Table III: Respondents by Marriage Status: Characteristics of Respondents Based on Marital Status

CLASSIFICATION	TOTAL	RATE
Unmarried	80	80%
Married	20	20%
Gross	100	100.0

Table III indicates that 80 respondents, or 80% of the total, were single and 20 respondents, or 20% of the total, were married.

Table IV: Respondents by Last Education: Characteristics of Respondents Based on Last Education

CLASSIFICATION	TOTAL	RATE
Primary School	5	5%
Secondary School	25	25%
D1 – D3	20	20%
S1	50	50%
S3	10	10%
Gross	100	100.0

The majority of the respondents in this study, 50 respondents, or 50% of the total, had S1 as their most recent educational level, according to Table IV. Five respondents, or 5% of the total, had primary school degrees, 25 respondents, or 25% of the total, had

secondary school certificates, and 20 respondents, or 20% of the total, had diplomas from D1 to D3. Ten respondents, or 10% of all respondents, had the most recent level of schooling, or S3.

Table V: Participants by Work Length: Aspects of Participants according to Work Length

CLASSIFICATION	TOTAL	RATE
1 to 5 Month	30	30%
6Month to 1Year	25	25%
2 to 5 Years	35	35%
Above 5 Years	10	10%
Gross	100	100.0

According to Figure V, 25 people, or the bulk of the participants, had worked for a period of time ranging from a few months to a full year. 25%. 30 participants or 36% of the gross were participants with work duration of

1 to 5 months; 35 participants or 35% of the gross were participants with a work duration of 2 to 5 years; and 10 participants or 10% of the gross were participants with a work duration of more than 5 years.

Table VI: Test of hypotheses

PARTICULARS	Actual Model	Statistic T	Valuation P
Work-life fit -> Employee Engagement	0.288	2.140	0.034
Self Assurance -> Employee Engagement	0.462	3.281	0.001
Physical and Mental health -> Employee Engagement	0.457	3.459	0.001
Work-life balance * Managerial Equity -> Employee Engagement	0.786	2.988	0.003
Self Confidence * Managerial Equity -> Employee Engagement	0.451	2.812	0.005
Physical and Mental health * Managerial Equity -> Employee Engagement	0.232	2.108	0.036

IDEOLOGY ON WORK-LIFE BALANCE:

The estimated value for evaluating work-life balance's reflect on employee engagement is 0.288, as shown in the table above, a statistical value T of $2.140 > 1.97$ and value P is of $0.0330 < .05$. So, it is clear that Employee Engagement is positively and significantly impacted by Work-Life Balance.

- **SELF-CONFIDENCE VARIABLES:**

The estimated value for the experiment testing the relationship between self-confidence & Employee Engagement is 0.462, a statistical value T of $3.281 > 1.97$, P is of 0.001 to 0.05. So, it can be said that Self-Confidence has a positive and considerable impact on Employee Engagement.

- **PHYSICAL AND MENTAL HEALTH VARIABLES:**

A rough estimate of 0.457, a statistical value T of $3.460 > 1.96$, value P is of 0.001 to 0.05 are obtained when the association between employee engagement and physical and mental health is examined. So, it can be claimed that employee engagement is positively impacted by both physical and mental health..

- **EMPLOYEE ENGAGEMENT IN MANAGERIAL EQUITY AND WORK-LIFE BALANCE:**

When examining how employee retention is affected by work-life balance as changed by organizational fairness, an estimated value of 0.786 and statistical value T of $2.988 > 1.97$, value P is of 0.003 to 0.05, are obtained. So, with some organizational justice, it is valid that employee retention is strongly and significantly influenced by work-life balance.

- **VARIABLE SELF-CONFIDENCE ON EMPLOYEE ENGAGEMENT IN MANAGERIAL EQUITY:**

An average worth as of 0.451, statistical value T of $2.812 > 1.97$, value P of 0.005 to 0.05 are obtained when estimating the impact of managerial equity and self-confidence on commitment to the company. As a result, it can be said that when Managerial Equity is regulated, self-confidence has a favorable and substantial effect on employee retention.

- **VARIABLE PHYSICAL & METAL HEALTH ON EMPLOYEE RETENTION IN MANAGERIAL EQUITY:**

The predicted worth of 0.232, the statistical value T of $2.108 > 1.96$, value of P is 0.036 to 0.05 are shown in the test findings for the moderating influence of managerial equity on the association between physical and mental health and employee engagement. As a result, it can be claimed that physical and mental health have a positive and considerable impact on employee engagement, with managerial equity having a moderating effect.

Table VII: Regression

PARTICULARS	SQUARE R	ADJUSTED R SQUARE
Employee Engagement	0.450	0.478

The model on Employee Engagement that takes into account factors like work-life balance, self-confidence, and physical and mental health has a value of 0.478, which can be translated to mean that 47.8% of the Employee Engagement Variables like full resolution can be used to explain it, self-confidence, physical & mental health, with the remaining portion being explained by other factors outside the purview of this study.

Analysis using Artificial Neural Network:

Neural network models are being used to study employee perspective model parameters and managerial equity model adaption elements. The parameters are set to optimize the employee viewpoint using Neural Networks Architecture and network information. This optimizes model adaptation. The three dimensions of Employee Engagement are Work- Life Balance, Self-Confidence and Physical & Mental Health. Prediction analysis uses a deep learning technology using artificial neural network. With this data, the employee engagement in Riau is the high priority for managerial equity

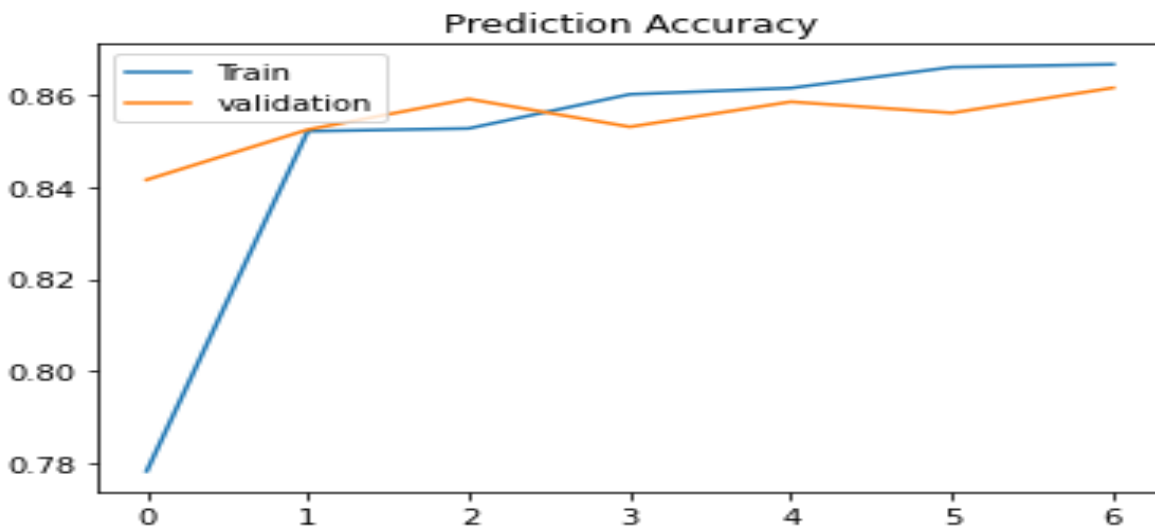


Figure 2: Prediction Accuracy for Employee Engagement.

The model's training dataset. The validation dataset is used to test the model's accuracy after fine-tuning its hyper-parameters using the training dataset. The model setup becomes more biased as validation dataset knowledge is added. ANNs have three layers, with layer 1 having five neural network nodes. The second layer has five more neural nodes, while the third layer combines all the

neurons into one. We anticipate customer satisfaction with 86.68 percent accuracy after 7 iterations. Precision is high. The low loss percentage of 0.2785 shows the model's ability to estimate the attributes. Due to low model loss and high three-dimensional prediction rate, the forecasts are accurate with minimum error loss.

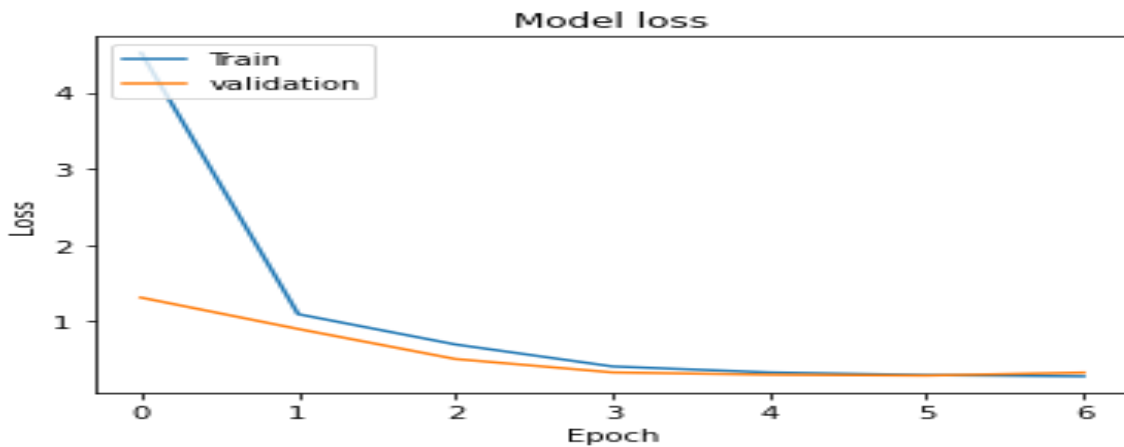


Figure 3: Model loss for the artificial neural network .

VI. CONCLUSION:

This study's objective is to provide evidence that achieving and sustaining a healthy work-life balance has a significant and positive influence on the degree to which employees in the Riau workforce are engaged in their jobs. When employees are invested in their work and giving it their whole attention, they experience a boost in self-confidence that is not only meaningful but also beneficial. The psychological and physiological well-being of workers in the Riau workforce has a constructive and substantial bearing on the level of engagement such workers exhibit in their jobs. It helps to ensure that the management responsibilities in Riau are

spread out among the staff in a manner that is more equitable.

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