

The Influence of Workload, Interpersonal Communication, and Need for Achievement on Teachers' Work-Life Balance at ABC School Bekasi

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Abstract

This study aims to examine the influence of workload, interpersonal communication, and need for achievement on the work-life balance of teachers at ABC School in Bekasi. The background of this research stems from the increasing workload faced by teachers and the importance of maintaining balance between work and personal life to ensure teaching quality and psychological well-being. This research uses a quantitative approach with data collected through questionnaires distributed to teachers at ABC School. The data were analyzed using Structural Equation Modeling (SEM) with the assistance of SmartPLS software. The results reveal that workload does not significantly affect work-life balance. However, both interpersonal communication and need for achievement have a positive and significant effect on teachers' work-life balance. These findings emphasize the importance of psychological and social factors in achieving a healthy balance between work and personal life, and offer practical implications for educational institutions in designing strategies to improve teacher well-being.

Keywords: *Work-Life Balance, Workload, Interpersonal Communication, Need for Achievement, Teachers*

Pengaruh Beban Kerja, Komunikasi Interpersonal, dan *Need for Achievement* Terhadap *Work-Life Balance* Guru Sekolah ABC Bekasi

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja, komunikasi interpersonal, dan *need for achievement* terhadap *work-life balance* guru di Sekolah ABC Bekasi. Latar belakang penelitian ini didasarkan pada tingginya beban kerja guru serta pentingnya keseimbangan antara pekerjaan dan kehidupan pribadi untuk menjaga kualitas pengajaran dan kesejahteraan psikologis. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner yang disebarkan kepada guru-guru di Sekolah ABC. Data dianalisis menggunakan metode *Structural Equation Modeling* (SEM) dengan bantuan perangkat lunak SmartPLS. Hasil penelitian menunjukkan bahwa beban kerja tidak berpengaruh signifikan terhadap *work-life balance*. Namun, komunikasi interpersonal dan *need for achievement* memiliki pengaruh positif dan signifikan terhadap *work-life balance* guru. Temuan ini menegaskan pentingnya aspek psikologis dan sosial dalam membentuk keseimbangan kerja dan kehidupan pribadi guru, serta memberikan implikasi praktis bagi institusi pendidikan dalam merancang strategi peningkatan kesejahteraan tenaga pendidik.

Kata Kunci: *Work-Life Balance*, Beban Kerja, Komunikasi Interpersonal, *Need for Achievement*, Guru