

Workload and Work-Life Balance

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Abstract. Work-life balance is a concern that employers with high workloads must take note of. This study seeks to ascertain the state of the workload and work-life balance at PT. Wings Abadi Airlines. Study This qualitative study investigates the field conditions using data gathered from captain and company employee interviews to determine respondents' perspectives of the current workload environment and work-life balance take off. The findings indicated that Wings Air employees experience high levels of workload, but the staff members of the company make an effort to work in a professional manner, maintain a healthy work-life balance, and avoid interpersonal conflict while in the air.

Keyword : *Company Employees; Work Life Balance; Burden Work .*

1. INTRODUCTION

It is incorrect to have a formal structure in an airplane where each person is responsible for their own workload and is given insufficient time to complete their assignments in accordance with their positions.

Employee of the Company who has experienced stress and burden Work tall tend to view work as something that is important to them, so there are occasionally employees of the firm who are unable to finish the work that is their responsibility. Additionally, workers at companies that suffer stress at work because of a heavy workload frequently believe that the environment at work is not comfortable enough.

Even if company personnel are under a lot of pressure during takeoff, conditions for work-life balance must nevertheless be upheld in order for aviation activities to be stable and successful.

Many business personnel find it challenging to strike a balance between work and personal life when traveling. Despite the fact that para business employees make more money than the ordinary worker in the sector, issues could occur if there is an imbalance in time allocation. In order to create a sustainable working environment, policies that will provide individuals more time to do reasonable research and adhere to fair schedules should be accepted (Berk & Gundogmus, 2018). This study is distinctive in that it combines workload and work-life balance. Goal of the study This

can be summed up as follows:

- 1) Determine the current location of the PT. Wings Eternal Airlines moment of work.
- 2) Identify the Wings Air employee's work-life balance situation.

2. ANALYZE REFERENCES

Arduous Work

The body's capacity for work is known as the workload. Every burden a person receives must be acceptable and balanced against the physical and psychological capacities of the workers who accept the workload, according to ergonomics. Workload can take the shape of both physical and psychological workload. Burden Weight-bearing activities like lifting, bending, and pushing can form the physique. The psychological workload, meantime, might take the shape of: up to this point, where level skill and performance Work that was owned by one individual with another individual.

In addition to the dimensions of the stress of work, there are other elements. employee at work According to Manuaba's argument in Tarwaka (2011:107), the following elements have an impact on workload:

1. External burden that comes from outside the body of the worker, such as:
 - a. Tasks that are completed that have physical characteristics like system rooms, places for work, work tools and facilities, working conditions, and work attitudes, while the tasks have mental characteristics like the complexity of the work, the degree of difficulty of the work, and insufficiently completed answers.
 - b. Workplace structure, including the amount of time spent working, breaks, shift work, evening work, system of compensation, organizational structure model, and job and authority distribution.
 - c. Environment Work is an environment, including a physical, chemical, biological, and psychological environment.

Second Internal Factor

Internal factors are those that come from within the body and alone result from an

external workload reaction. Strain is the term for the body's response; its severity can be determined both objectively and subjectively. Somatic (type sex, age, size body, status nutrition, condition health) and psychological (motivation, perception, belief, desire, and fulfillment) elements are examples of internal factors. judgment is done objectively using physiological change reactions, as opposed to subjective judgment. This can be accomplished through altering behavioral patterns and psychological responses. Because that stretches in a way that is tightly subjectively tied to hope, desire, satisfaction, and subjective judgment of others.

Work-Life Harmony

Work-life balance measures how involved and content people are with their personal and professional lives (such as their relationships with partners, family members, friends, and the general public), as well as how little conflict there is between the two. According to some, a person who notices the balance between work and personal life is one who places a higher value on their psychological well-being than on pursuing material wealth alone (Siwalankerto, 2020; Westman, Brough, & Kalliath, 2009). Work-Life Balance or Work-Life Balance is a level of happiness associated to the dual roles people play in their lives, such as when a person's job forces them to work long hours or overtime and leaves them with little free time to spend with their families (Siwalankerto, 2020; Prowse and Prowse, 2015).

Work-life balance is now defined as the state of an individual who feels both connected to and fulfilled by his family and work obligations. An uneven work-life balance is one issue that can represent a serious risk to the welfare and productivity of employees as well as the firm. The employee's struggle to strike a balance between work and personal obligations is a common one (Nurwahyuni, 2019).

In order to gauge an employee's state regarding work-life balance, Siwalankerto (2020) proposed the following indicator.

- 1) The size of the workforce;
- 2) Facility Work
3. Performance Work
- 4) adaptability at work

3. METHODOLOGY

In qualitative research, the researcher serves as the primary instrument and examines natural object conditions. The purpose of an objective qualitative study is to explain a phenomenon from the inside out using a method that also collects data from the bottom up, demonstrating the value of the depth and specificity of the data under study (Sugiyono, 2017).

In qualitative research, the more in-depth, exhaustive, and thoroughly investigated a data set is acquired, the better the research quality can be inferred. Therefore, from the perspective of respondent or object study, method study qualitative own object Which more A little compared to with study quantitative, cause more present depth data, No quantity data (Sugiyono, 2017).

By using the crew and aircraft as informants to provide information for the study, this research was carried out over a period of about 5 months, from January 2020 to June 2023. This.

4. CONCLUSION AND RESULTS

PT. Wings Abadi Airlines' Burden Workmomentary takeoff

Even though the amount of work that each employee is responsible for is gradually increasing, working for a firm is still a collaborative effort. Each of these departments functions as a team and has its own objectives, which ultimately lead to one objective tree organization in an aircraft, which is to jointly generate fly at the proper time and defend safety. Every employee of the firm is required to cooperate effectively in order for each department's goals to be met in order for the company's objectives can be met.

Personnel of the company faced a number of personal challenges, but if there is strong teamwork among them, they will continue to work together to cover for absent personnel so that organizational objectives may still be achieved. In order to foster the passion and camaraderie that they already have, it is suggested that the organization consider offering training or programs linked to teamwork to para-employees. If done collectively, a heavy burden will feel lighter. Please, theoretical, research This is anticipated to make a positive contribution to the development of teamwork by

fostering relationships between business personnel who are good and who converse with each other about approaches that will lessen the effects of burdensome job that is tall. The development of teamwork within the organization aboard airplanes was further aided by the captain's leadership style, department leaders, and reflections of self-like support between company people.

The adverse effects of work overload on WINGS AIR employees are not in line with their abilities or capacities. Workplace stress may have a harmful influence on employees. One negative effect is a deterioration in quality of work if the workload is too great and there is no compensating increase in ability or power. Due to physical exhaustion, a decrease in focus, self-control, and precision, the quality of the task will suffer, and the outcomes will not be up to par.

An spike in absenteeism may occur when there is an excessive workload, which can cause employees to get overworked or stressed out and fall ill. The high absence rate will make smooth flying difficult and could negatively impact all aspects of aviation activities.

According to captain aircraft bas 51, para company employee which take off on the plane is company employee which has trained Good form experience Work in field fly or company employee which has succeed finish education as flying cadets so that the current company employees are used to dealing with work conditions that are somewhat more difficult than the work of employees on generally. In addition, a corporate employee's goal to succeed might serve as their own inspiration to carry out difficult tasks when they are located at sea.

Work-life balance situation for Water Wings employees

A theory that explains how capable individuals construct the work and family environments and the boundaries between the two in order to achieve balance, work-life balance can be characterized as a balance of life inside work. According to Schermerhon in Gustina (2019), the work

The capacity to balance one's internal tasks, work, family responsibilities, and personal needs is known as life balance.

Even though the workload is quite high in flying activities, PT. Wings Abadi Airlines remains steadfast and assists one another in finishing work. In addition to

finishing the work itself, under certain circumstances, company employees Still must complete work with one thinking, that is, whatever must be done which is important aircraft stay road, until the right time, and need assistance from one another in taking off.

Another thing that can help keep the condition of the work-life balance of the company's employees is for each other to remind them to communicate with their families whenever possible because doing so will help them feel more motivated to handle a heavy workload while on vacation.

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5. CONCLUSION

The level of work load that Wings Air personnel are dealing with is considerable. However, para business employees make an attempt to balance their job and personal lives by keeping in touch with their loved ones and avoiding role conflicts when they leave the office. In addition to their respective roles as captain and coworkers, firm employees greatly assist in maintaining work-life balance when flying with a heavy workload.

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