



The Influence of Time Management, Self-Actualization, and Work Family Conflict on the Performance of Sampang District Office Employee, Cilacap Regency

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ABSTRACT

In general, this research aims to analyze the influence of Time Management, Self-Actualization, and Work Family Conflict on Employee Performance. The respondents for this research were all employees of the Sampang District Office, Cilacap Regency. Based on the results of research and data analysis using multiple regression, it can be concluded that: (1) Time Management has a significant effect on Employee Performance. (2) Self-actualization does not have a significant effect on Employee Performance. (3) Work Family Conflict has no significant effect on Employee Performance. The implication of this research is that to improve employee performance, agencies are expected to encourage employees to manage their time well and determine priority scales so that they can complete tasks more effectively and efficiently. Apart from that, agencies are also expected to always supervise and encourage their employees to continue to improve their abilities at work, this can be done by carrying out training activities for their employees. This is intended so that employees continue to maintain their efforts to always improve their abilities so that they can provide the best for their work.

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ABSTRACT

Secara umum penelitian ini bertujuan untuk menganalisis pengaruh Manajemen Waktu, Aktualisasi Diri, dan Konflik Pekerjaan dan Keluarga terhadap Kinerja Pegawai. Responden penelitian ini adalah seluruh pegawai Kantor Kecamatan Sampang Kabupaten Cilacap. Berdasarkan hasil penelitian dan analisis data menggunakan regresi berganda dapat disimpulkan bahwa: (1) Manajemen Waktu berpengaruh signifikan terhadap Kinerja Pegawai. (2) Aktualisasi Diri tidak berpengaruh signifikan terhadap Kinerja Pegawai. (3) Konflik Pekerjaan dan Keluarga tidak berpengaruh signifikan terhadap Kinerja Pegawai. Implikasi dari penelitian ini adalah untuk meningkatkan kinerja pegawai, instansi diharapkan agar mendorong pegawai agar dapat mengelola waktu dengan baik dan menentukan skala prioritas agar dapat menyelesaikan tugas dengan lebih efektif dan efisien. Selain itu instansi juga diharapkan agar selalu mengawasi dan mendorong pegawainya agar terus meningkatkan kemampuan dalam bekerja, hal tersebut dapat dilakukan dengan melaksanakan kegiatan pelatihan bagi pegawainya. Hal ini dimaksudkan agar pegawai terus menjaga upayanya untuk selalu meningkatkan kemampuan yang dimilikinya sehingga dapat memberikan yang terbaik bagi pekerjaannya.

INTRODUCTION

Currently, government agencies must develop strong employee performance to expand public services. Government agencies must be able to build and improve performance in their environment. The success of government agencies is influenced by several variables, one of which is human resources, namely individuals who can use other government resources at all levels of planning and assessment (Rais, 2018). To provide the best work results, every human resource in a government agency must be able to realize its potential to the maximum.

The effectiveness of each employee performance has a significant impact on the success of an agency. According to Mangkunegara (2010) performance can be defined as the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. There are several factors to produce good performance, including salary, work environment, education, training, loyalty, appropriate delegation of authority, effective leadership style, and so on (Jufrizen & Rahmadhani 2020).

According to Slameto (2013) and Dalyono (2015) there are many factors that influence employee performance, both factors that come from within (internal) and factors that come from outside (external). One of the internal factors that influences employee performance is time management. Emenike et al. (2022) outline that time management is the process of planning tasks and goals within a certain time period and organizing performance in a way that encourages optimal use of time resources. With time management practices, people can develop a more mature, disciplined, and respectful personality, which will prevent them from regretting in the future. Time management is another important factor that contributes to people's success and happiness because it prevents time from being wasted, helps develop maturity or self-control, speeds up all tasks or activities that need to be completed, and leaves more time for vacations (Muliati & Budi 2021). By managing time effectively, a person will achieve a balance between time for work, education, recreation and relaxation, which will ultimately make a person's life a little simpler, freer and happier (Ula and Suhariadi 2019).

Another internal factor that can influence employee performance is self-actualization. According to Robbins and Coulter (2018) self-actualization is a person's need to be able to become what they want according to their potential. Actualization is very rarely found in individuals who only focus on fulfilling basic needs. Self-actualizing individuals have the urge to think beyond their basic needs and to truly understand their potential (Eswari, 2017). With good self-actualization, it will also have a good impact on the performance of employees in the agency or organization (Heliyani and Hardi, 2021).

One of the external factors that can influence employee performance is *work family conflict*. According to Greenhaus and Beutell (1985) work family conflict is a form of conflict between roles where role pressures from the work and family domains conflict with each other in several ways. *Work family conflict* occurs when life at home clashes with work responsibilities, such as coming to work on time, completing daily tasks, or working overtime (Agustina & Sudibya, 2018). The higher the *work family conflict* felt by employees, the lower the employee performance can be (Yunita & Astawa, 2019). This tendency develops as a result of workers' excessively long working days, heavy workloads, and focus on only one job.

LITERATURE REVIEW

Attribution theory explains the process of determining the causes or motives for someone's behavior. This theory refers to how a person explains the causes of the behavior of other people or themselves which will later be determined whether it comes from internally, for example attitude, nature, character, etc. or comes from externally, for example the pressure of certain situations or circumstances which will have an influence on a person's behavior (Luthans, 2005).

Employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2010). Further research conducted by Mangkunegara (2018) stated that ability and motivation factors are factors that influence employee performance. Ability is an individual's capacity to carry out assigned tasks. Meanwhile, motivation is a condition where an employee moves himself in a directed manner to achieve work goals. There are four indicators that can

be used as a reference for measuring employee performance according to Mangkunegara (2010), namely: work quality, work quantity, reliability, attitude.

Time Management is the process of planning tasks and goals within a certain time period and managing performance in a way that encourages optimal use of time resources (Emenike et al., 2022). Good time management requires an individual's efforts to organize himself so that he can make the best use of his time in terms of achieving his goals and completing his responsibilities on time. Tiger in Kusuma (2008) mention that type gender and age influence time management . When you have time free , ladies tend fill in time for more useful things compared to man . Apart from that , it is increasing age someone , then his time management abilities are decreasing . There are four indicators that can be used as a reference for measuring Time Management according to Emenike et al. (2022), namely: managing time, setting goals, minimizing distractions, setting priorities.

Self-actualization is a person's need to be able to become what they want according to their potential (Robbins and Coulter, 2018). Factors that influence Self-Actualization are divided into internal factors and external factors. Internal factors take the form of obstacles that originate within the individual, such as not realizing one's potential and feeling too afraid to develop. Meanwhile, external factors take the form of obstacles that come from outside the individual, such as culture, environmental factors, and parenting patterns (Yurliana et al., 2022). There are four indicators that can be used as a reference for measuring Self-Actualization according to Robbins and Coulter (2018), namely: growth needs, needs to achieve one's potential, needs for self-fulfillment, needs for encouragement.

Work Family Conflict is a form of inter-role conflict where role pressures from the work and family domains conflict with each other in some way (Greenhaus and Beutell, 1985). It is difficult to differentiate between work interfering with family life and family interfering with work, according to Asbari et al. (2020), who claim that work family conflict is a role conflict that affects employees.

Work environment and family environment factors are factors that influence Work Family Conflict

(Greenhaus and Beutell, 1985). The work environment provides pressure in the form of busy, irregular and inflexible working hours. Meanwhile, the family environment provides pressure in the form of responsibilities, especially for toddlers or teenagers, as well as conflicts with family members. On the one hand, he has to take care of work at the office while on the other hand, he also has to pay attention to the family as a whole. There are three indicators that can be used as a reference for measuring Work Family Conflict according to Greenhaus and Beutell (1985), namely: time-based conflict, strain-based conflict, behavior-based conflict.

Good time management requires an individual's efforts to organize himself so that he can make the best use of his time in terms of achieving his goals and completing his responsibilities on time. Based on the results of research conducted by Emenike et al (2022), it shows that time management has a positive and significant effect on employee performance. This is supported by research conducted by Ula and Suhariadi (2019) which states that time management has a positive and significant effect on employee performance. This statement indicates that the better an employee's ability to manage his time, the better an employee will be in improving his work results.

H₁ : Time Management has an effect positive on Employee Performance

Davood & Nasser (2019) argue that when self - actualization worker fulfilled properly , then it can improve well-being psychological as well as will produce much better performance . Heliyani and Hardi (2021) also stated that self -actualization has an influence positive and significant to performance employee. Furthermore, in the research of Sutrisno et al. (2022) claim that if a person's self-actualization is fulfilled properly, he will be able to optimize his existing abilities and be willing to put in more effort or things that are more than expected, resulting in good performance. He also stated that self -actualization has an influence positive and significant to performance employee .

H₂ : Self -actualization has an effect positive on Employee Performance

Work family conflict occurs when life at home clashes with responsibility responsibility for work (Agustina & Sudibya, 2018). Work family

conflict has influence on the decline home or family life as well as bother activities at work . Conflict This is what causes family conditions not enough harmonious, besides That work also becomes neglected (Widyaningrun, 2013). The research results of Pratiwi et al (2018) also state that work family conflict has an influence negative and significant to performance employee.

H₃: Work Family Conflict has an effect negative on Employee Performance

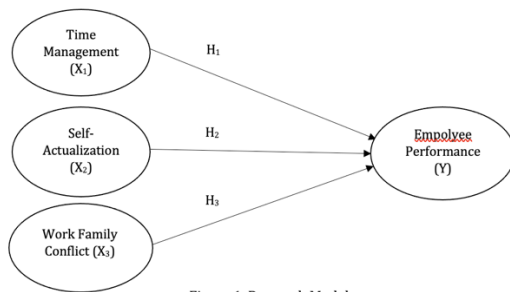


Figure 1 Research Model

RESEARCH METHODS

1. Validity test

The validity test is carried out by comparing the calculated *r* with the *r* table. If *r* count > *r* table (0.290) and the significance level < (0.05) then each question item is considered valid. Based on the results of the validity test, all variables in the research are considered valid because they meet the requirements for calculated *r* > *r* table (0.290) and significance level < (0.05). This is proven by the following table.

Table 1. Validity Test Results for Employee Performance Variables

| Items | r count | r table | Note |
|-------|---------|---------|-------|
| K1 | 0.658 | 0.290 | Valid |
| K2 | 0.789 | 0.290 | Valid |
| K3 | 0.642 | 0.290 | Valid |
| K4 | 0.654 | 0.290 | Valid |
| K5 | 0.688 | 0.290 | Valid |
| K6 | 0.732 | 0.290 | Valid |
| K7 | 0.774 | 0.290 | Valid |
| K8 | 0.784 | 0.290 | Valid |

Source: Primary data processed in SPSS

Table 2. Validity Test Results for Time Management Variables

| Items | r count | r table | Note |
|-------|---------|---------|------|
|-------|---------|---------|------|

| | | | |
|----|-------|-------|-------|
| M1 | 0.671 | 0.290 | Valid |
| M2 | 0.633 | 0.290 | Valid |
| M3 | 0.685 | 0.290 | Valid |
| M4 | 0.643 | 0.290 | Valid |
| M5 | 0.725 | 0.290 | Valid |
| M6 | 0.537 | 0.290 | Valid |
| M7 | 0.713 | 0.290 | Valid |

Source: Primary data processed in SPSS

Table 3. Validity Test Results Variable Self - actualization

| Items | r count | r table | Note |
|-------|---------|---------|-------|
| A1 | 0.703 | 0.290 | Valid |
| A2 | 0.736 | 0.290 | Valid |
| A3 | 0.586 | 0.290 | Valid |
| A4 | 0.706 | 0.290 | Valid |
| A5 | 0.734 | 0.290 | Valid |
| A6 | 0.588 | 0.290 | Valid |
| A7 | 0.532 | 0.290 | Valid |
| A8 | 0.606 | 0.290 | Valid |

Source: Primary data processed in SPSS

Table 4. Validity Test Results Work Family Conflict Variable

| Items | r count | r table | Note |
|-------|---------|---------|-------|
| W1 | 0.657 | 0.290 | Valid |
| W2 | 0.632 | 0.290 | Valid |
| W3 | 0.610 | 0.290 | Valid |
| W4 | 0.604 | 0.290 | Valid |
| W5 | 0.470 | 0.290 | Valid |

Source: Primary data processed in SPSS

2. Reliability Test

Table 5. Reliability Test Results

| Cronbach's variables | alpha | r table | Note |
|----------------------|-------|---------|----------|
| Management Time | 0.764 | 0.290 | Reliable |
| Self-Actualization | 0.802 | 0.290 | Reliable |
| Work Family Conflict | 0.409 | 0.290 | Reliable |

Employees Performance 0.290 Reliable
0.863

Source: Primary data processed in SPSS

Test reliability on this study used method Alpha Cronbach. Test reliability stated reliable if $\alpha > r$ table. Based on the table above, each variable has alpha value $> r$ table. Therefore that, it can be concluded the variables Employee Performance, Time Management, Self- Actualization, and Work Family Conflict are stated reliable.

3. Analysis Regression Multiple

The influence of time management, self -actualization, and work family conflict on employee performance in this research is used technique analysis regression multiples in testing significance with output as following:

| Table 6. Regression Test Results Multiple | | | |
|---|-------------------------|---------|----------------------|
| Variable | Regression Coefficients | t count | t table (one tailed) |
| Management Time (X ₁) | 0.629 | 3,199 | 2,108 |
| Actualization Self (X ₂) | 0.330 | 1,805 | 2,108 |
| Work Family Conflict (X ₃) | -0.058 | -0.151 | 2,108 |

Source: Primary data processed by SPSS

Equality Regression :

$$Y = 4.058 + 0.629 X_1 + 0.330 X_2 - 0.058 X_3 + e$$

Based on the results regression above then it can be interpreted :

- constant value (a) has value of 4.058, this shows that if all variables independent which includes Time Management (X₁), Self-Actualization (X₂), Work Family Conflict (X₃) of 0, then Employee Performance amounting to 4,058.
- X₁ : obtained mark coefficient regression X₁ of 0.629 has an influence positive. Means if X₁ experience enhancement so variable Y will experience enhancement of 0.629. On the other hand, if X₁ experience decrease, then Y will experience decline of 0.629.
- X₂: obtained mark coefficient regression X₂ of 0.330 has an influence positive. Means if X₂ experience enhancement so variable Y will experience enhancement of 0.330. On the other

hand, if X₂ experienced decrease, then Y will experience decline of 0.330.

- X₃: obtained mark coefficient regression X₃ of -0.058 has an influence negative. Means if X₃ experience enhancement so variable Y will experience decline of 0.058. On the other hand , if X₃ experience decrease, then Y will experience enhancement of 0.058.

DISCUSSION AND DISCUSSION

The Effect of Time Management on Employee Performance

The research results show that time management has a positive and significant influence on employee performance, which means that these results support the first hypothesis (H₁) which states that time management has a positive influence on employee performance or in other words, H₁ is accepted.

The results of this research are in line with research by Emenike et al (2022) which shows that proper time management can have a positive impact on employee performance, and can increase focus and build trust in the chosen organization. Additionally, Nor Lela et al. (2012) also stated that time management influences performance. This statement indicates that the better an employee's ability to manage his time, the better the employee will be in improving his work results.

Based on the phenomenon that occurred at the Sampang District Office, Cilacap Regency, it shows that the services provided by employees are still less than optimal, one of which is because quite a few of the employees at the Sampang District Office, Cilacap Regency, have entered working hours but have not yet arrived at the office. This shows a lack of employee ability to manage their time well, as a result the work carried out is less than optimal.

The Effect of Self-Actualization on Employee Performance

The research results show that self-actualization does not have a significant effect on employee performance, which means that the results do not support the second hypothesis (H₂) which states that self-actualization has a positive influence on employee performance, or in other words, H₂ is rejected.

The reason for rejecting the second hypothesis, namely that Self-Actualization has no effect on Employee Performance, can also be seen in the two questionnaire statement items which have the lowest scores. The statement item "I try to achieve self-fulfillment through hard work" means that the self-fulfillment efforts made by employees are still said to be low, this is because employees think that they no longer need to develop their potential because they feel they already have potential. and good abilities. This reason can also be seen from the answers to the open questions given

in the questionnaire, the majority of employees at the Sampang District Office, Cilacap Regency feel that they already have good performance so it can be said that these employees are quite satisfied with their performance and no longer need to explore their potential. According to Rogers, self-actualization will change in line with the development of a person's life when they reach a certain age, this might be another reason for rejecting the second hypothesis. The older a person is, the less awareness a person has of their potential. This makes many people, especially those who are elderly or elderly, reluctant to pay attention and even reluctant to increase their existing potential because they feel that their potential is already sufficient at their old age.

In addition, the statement item "The job I have helps develop my potential", also means that employees of the Sampang District Office, Cilacap Regency feel that the job they have has little influence in helping employees develop their potential. Another reason that could explain the rejection of the second hypothesis could be because Self-Actualization cannot directly influence employee performance.

The results of this research are in line with research conducted by Rais et al (2018) which states that self-actualization does not have a significant effect on performance. However, this is different from research conducted by Sutrisno et al (2022) which states that self-actualization has a significant influence on performance.

The Effect of Work Family Conflict on Employee Performance

The research results show that work family conflict has no significant effect on employee performance, which means that the results do not support the third hypothesis (H₃) which states that work family conflict has a negative effect on employee performance or in other words, H₃ is rejected.

The reason for rejecting the third hypothesis, namely that work family conflict has no effect on employee performance, can also be seen in the two questionnaire statement items which have the lowest scores. In the statement item "The demands of my work interfere with my home and family life", this means that employees of the Sampang District Office, Cilacap Regency feel that the demands placed on their work do not influence or disturb their home or family life. Apart from that, the statement item "The amount of time spent on my work makes it difficult for me to fulfill family responsibilities", also means that employees of the Sampang District Office, Cilacap Regency feel that the time spent on their work does not affect them in fulfilling their responsibilities in the

family, so that employees feel there is no influence between work and family life.

Another reason for rejecting the third hypothesis was seen from the number of respondents who answered open questions on the questionnaire given, only 50% of respondents answered open questions in the work family conflict variable section. This may be because employees feel that they do not feel that there is conflict between work and family, so employees are reluctant to answer these open questions.

Research result This in line with research conducted by Senem & Ozgur (2014) stated work family conflict No influential to performance. According to him, one employee must own high commitment in his job without affected with the events that occurred in his family. However different with research conducted by Pratiwi et al (2019) stated work family conflict influential to performance.

CONCLUSION

Based on the results of the analysis and discussion of the influence of time management, self-actualization, and work family conflict on the performance of Sampang District office employees, Cilacap Regency, it can be concluded as follows:

1. Time management has a significant influence on the performance of Sampang District Office employees, Cilacap Regency.
2. Self-actualization does not have a significant effect on the performance of Sampang District Office employees, Cilacap Regency.
3. Work Family Conflict No influential significant to performance Sampang Regency District Office employee Cilacap.

In this research only 50% of respondents answered question open information contained in the questionnaire, it is hoped that further research will pay more attention research methods so make respondents interested in answering question given open. Additionally, expand scope of research so that the research results can be more objective and generalizable.

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