

# Effect Of Off-Work Lifes Balance, Burnout, Reward, and Punishment On Work Productivity at PT. Synergy Sugar Nusantara Sugar Factory Glenmore District Banyuwangi

Risca Tri Arinda<sup>1\*</sup>, Muhammad Naely Azhad<sup>1</sup>, Jekti Rahayu<sup>1</sup>

<sup>1</sup>University Muhammadiyah Jember

\*Correspondence: Risca Tri Arinda  
Email: riscatri9@gmail.com

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**Abstract:** This is studying a modern sugar factory because in addition to producing sugar also integrated with several derivative industries that utilize sugar cane waste which is processed into electrical energy, organic fertilizer and animal feed. As is Adequate sugar factories, the community's need for sugar is increasing day by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality. To be able to achieve energy, organic fertilizer and animal feed. As is Adequate sugar factories, the community's need for sugar is increasing day by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality. To be able to achieve that punishment has a significant positive effect on work productivity at PT Sinergi Gula Nusantara Glenmore Sugar Factory.

**Keyword:** Off-Work, Lifes Balance, Burnout, Reward, Work Productivity

## INTRODUCTION

PT Sinergi Gula Nusantara (PT SGN) or more commonly known as Sugar Co is PTPN III (Persero) Holding Sugar Commodity Sub Holding The plantation assigned to manage all the Sugar Mills in PTPN Group environment, was established as a manifestation of one of the strategic projects (PSN) and is one of the 88 Programs of the Ministry of BUMN in 2020- 2023 to support the acceleration of the Food Security Program in particular national sugar self-sufficiency. This sugar factory is a modern sugar factory because using machines that can increase efficiency by up to 80 percent and combined with the good culture of sugarcane in Banyuwangi and use carbonization system, where processing does not use sulfuric acid so that sugar produced in the form of premium white crystals. PT Sinergi Gula Nusantara Sugar Factory Glenmore is also worthy of being called a modern sugar factory because in addition to producing sugar also integrated with several derivative industries that utilize sugar cane waste which is processed into electrical energy, organic fertilizer and animal feed. As is Adequate sugar factories, the community's need for sugar is increasing day by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality (Agustin Hari et al., 2021). To be able to achieve one of the company's goals, namely to obtain profits that can be achieved through high productivity, it also requires a psychological condition that is encourage employees to do business so that what is done can be appropriate with expectations (Sanosra et al., 2022) (Santoso & Alawiyah, 2021). Productivity is the ability of employees to achieve tasks certain standards, completeness, cost, and speed so that the utilization of resources. Thomas (1992) provides the definition based on interviews with the HR department of PT. National Sugar Synergy Glenmore Sugar Factory working hours late into the afternoon not to mention when you can come home overtime late at night so there is less time with family or what is called work life balance (Qomariah et al., 2022). Overtime is basically voluntary, except in certain work situations must be resolved immediately for the benefit of a modern sugar factory because in addition to producing sugar also integrated with several derivative industries that utilize sugar cane waste which is processed into electrical energy, organic fertilizer and animal feed (Nursaid et al., 2021). As is Adequate sugar factories, the community's need for sugar is increasing day

by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality. To be able to achieve. To keep maintaining and improving employee performance productivity of PT. Nusantara Sugar Synergy Glenmore Sugar Factory. provide rewards and punishments to improve work life balance as well avoid burnouts.

## METHOD

This research was conducted at PT. Nusantara Sugar Synergy Glenmore Sugar Factory Banyuwangi Regency using quantitative research. Quantitative research methodology is based on positivism (concrete data). The data from the research is presented in the form of numbers and will be processed using statistics as an analytical test, which will be linked to the problem under investigation to provide certain results. This study examines the Effect a modern sugar factory because in addition to producing sugar also integrated with several derivative industries that utilize sugar cane waste which is processed into electrical energy, organic fertilizer and animal feed. As is Adequate sugar factories, the community's need for sugar is increasing day by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality. To be able to achieve employees and annual pkwt, namely 125 people + 126 people = 251 people. The sampling technique used in this study is a nonprobability sampling technique where the sampling technique is not randomly selected. The elements of the population that were selected could be due to coincidence or due to other factors that had previously been planned by the researcher. And using a purposive sampling method (Sugiono 2001). a modern sugar factory because in addition to producing sugar also integrated with several derivative industries that utilize sugar cane waste which is processed into electrical energy, organic fertilizer and animal feed. As is Adequate sugar factories, the community's need for sugar is increasing day by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality. To be able to achieve.

## RESULTS AND DISCUSSION

In this article the questionnaires that have been distributed to respondents are tested with the results of the study showing the results of the Work Life Balance test have a significant arithmetic value of 0.015 and smaller than 0.05 and  $t_{count} (2.464) > t_{table} (1.655)$  which means that the Work Life Balance hypothesis has influence on work productivity is accepted. This also shows that the implementation of Work Life Balance has a significant impact on the work productivity of PT. Synergy of Nusantara Sugar Glanmore Sugar Factory, Banyuwangi Regency. The Burnout test results have a calculated significance value of 0.289 and greater than 0.05 and  $t_{count} (1.065) < t_{table} (1.1655)$  which means that the Burnout hypothesis has an influence on work productivity is rejected. This also shows that the application of Burnout does not have an insignificant impact on the work productivity of PT. Synergy of Nusantara Sugar Glanmore Sugar Factory, Banyuwangi Regency. Reward test results have a a modern sugar factory because in addition to producing sugar also integrated with several derivative industries that utilize sugar cane waste which is processed into electrical energy, organic fertilizer and animal feed. As is Adequate sugar factories, the community's need for sugar is increasing day by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality. To be able to achieve PT. Synergy of Nusantara Sugar Glanmore Sugar Factory, Banyuwangi Regency. a modern sugar factory because in addition to producing sugar also integrated with several derivative industries that utilize sugar cane waste which is processed into electrical energy, organic fertilizer and animal feed. As is Adequate sugar factories, the community's need for sugar is increasing day by day increasing will be fulfilled. In the operation of course the company needs paying attention to employee work productivity is closely related to quality company, including product quality. To be able to achieve.

## CONCLUSION

1. The variable work life balance has a significant e results of these findings work productivity of employees can be significantly influenced by the quality of work life balance for each person.

2. The burnout variable has no significant negative effect on work productivity. The results of these findings concluded that the higher the work productivity the employees will not feel burnout insignificantly.
3. The reward variable has an insignificant negative effect on work productivity. The results of these findings can be concluded that the more giving rewards to employees does not have an insignificant effect on the level of work productivity.
4. The punishment work productivity. The results of these findings concluded that the punishment which is the provision of companies with employees affects the work productivity of employees significantly

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