

Work-life Balance Among Daily Worker Amid Covid-19: Differences Between Gender and Sector

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Abstract

This study aims to identify WLB in DW workers in the hospitality business during the COVID-19 pandemic in Palembang City. The hospitality business, which includes the lodging, travel and tourism, food and beverage (F&B), and recreation businesses affected by the pandemic, has changed the employment status of surviving workers to Daily Workers (DW). The reduced number of workers in this business has caused DW's workload to be heavier. Several previous studies noted that the high workload will disrupt workers' work-life balance. This study uses a causal-comparative study design to explore whether there are differences in WLB by gender and sectorally between the F&B and Lodging sectors during the pandemic. In this case, we saw WLB from the side of Time balance (TB), Involvement balance (IB), and Satisfaction balance (SB). Because the results of the normality test of the data indicate that the research data did not pass the test, We used the Mann-Whitney U Test non-parametric statistical to test the two samples in this study. Based on the test results, the WLB gender is different in the time balance variable, while from the sectoral side, WLB is different in the satisfaction balance variable.

Keywords: *Work-life Balance, Time Balance, Involvement Balance, Satisfaction Balance, Daily Worker*

Abstrak

Penelitian ini bertujuan untuk mengidentifikasi keseimbangan kehidupan kerja (Worklife pada pekerja harian (Daily Worker/DW) di industri perhotelan selama pandemi Covid-19 di Kota Palembang. Industri perhotelan meliputi akomodasi, perjalanan dan pariwisata, makanan dan minuman (Food and Beverage/F&B), serta rekreasi, terkena dampak pandemi yang merubah status pekerja yang masih bertahan menjadi pekerja harian. Adanya pengurangan jumlah pekerja sebagai akibat kebijakan pembatasan mobilisasi selama pandemi menyebabkan beban kerja pekerja harian menjadi lebih berat. Beberapa studi sebelumnya mencatat bahwa beban kerja yang tinggi akan mengganggu keseimbangan kehidupan dan kerja tenaga kerja. Studi ini menggunakan desain komparatif kausal untuk mengeksplorasi apakah terdapat perbedaan dalam keseimbangan kehidupan kerja berdasarkan jenis kelamin dan antar sektor, yaitu sektor F7B dan akomodasi selama pandemi. Penelitian ini, WLB akan dilihat dari sisi Keseimbangan Waktu (Time Balance/TB) Keseimbangan Keterlibatan (Involvement Balance/IB) dan Keseimbangan Kepuasan (Satisfaction Balance/SB). Oleh karena hasil pengujian normalitas menunjukkan data yang tidak terdistribusi dengan normal, analisis penelitian ini menggunakan uji statistik non-parametrik Mann-Whitney U Test. Berdasarkan hasil pengujian diketahui bahwa WLB berdasarkan jenis kelamin berbeda pada variabel keseimbangan waktu, sementara dari sisi sektoral, WLB memiliki perbedaan dalam variabel keseimbangan kepuasan.

Kata Kunci: *Keseimbangan Kehidupan-Kerja, Keseimbangan Waktu, Keseimbangan Keterlibatan, Keseimbangan Kepuasan, Pekerja Harian*

1. Introduction

In increasing the capacity of human resource management in an organization, one of the main targets is on how to strengthen the health and welfare of workers which in turn will improve the work-life balance (WLB) of workers (Peeters, M. C. W., & Demerouti, 2014). Furthermore, WLB has become the main key in shaping the level of welfare of workers (Grant, C.A., Wallace, L.M. and Spurgeon, 2013; Jones, F., Burke, R. J., & Westman, 2013; McDowall, A., & Lindsay, 2014). WLB is a broad concept that involves the proper prioritization of work on the one hand and personal and family life (happiness, leisure, family and spiritual development) on the other (Wood, J., Oh, J., Park, J., & Kim, 2020). In other words, WLB is a situation where a person is able to organize and divide between work responsibilities, family life and other responsibilities so that there is no conflict between family life and work career and there is an increase in motivation, productivity and loyalty to the world of work.

This study aims to identify WLB in the hospitality business during the Covid-19 pandemic in Palembang City. As one of the supporting industries for the economy, the hospitality business has had a significant impact. The existence of a policy of limiting mobilization results in breaking the chain of the tourism industry in which there is a hospitality business. The hospitality business, which includes the lodging, travel and tourism, food and beverage (F&B) and recreation businesses, experienced a decline in revenue as a result of a significant decline in revenue.

In order to survive in the midst of a pandemic and reduce operational costs, apart from terminating employment, changing the employment status of surviving workers to Daily Worker (DW). The reduction in workers in this business has caused DW's workload to be heavier. This is due to the double work that must be done by DW. The existence of a high workload causes the work-life balance of DW workers to be disturbed. Several previous studies have noted that high workloads will disrupt the work-life balance of workers (Hassan, I., Tahir, M. Q., & Muhammad, 2011; Holland, P., Tham, T. L., Sheehan, C., & Cooper, 2019).

This study aims to identify differences in the work life balance of daily workers in the hospitality sector during the Covid-19 pandemic in terms of gender and the work sector. Several studies have investigated gender differences in WLB, in certain occupational sectors it is known that there is a significant effect between gender and the level of WLB but on the other hand there is no effect between gender and WLB workers (Akanni, A. A., & Oduaran, 2017; Emslie, C., & Hunt, 2009; Karkoulian, S., Srour, J., 2016). However, most of the research objects in previous studies were only workers with regular worker status. Through this study WLB will be seen specifically from the gender side of how WLB from workers who have DW status.

Furthermore, the analysis of WLB differences will be identified through the sectors in the hospitality business. The sectors that will be the main focus of this research are the Food and Beverage (F&B) sector and the lodging sector. This is because these two sectors dominate the hospitality sector in the city of Palembang. In addition, labor absorption for these two sectors is higher than for other sectors. BPS data notes that employment in the tourism sector in 2019 has increased in previous years. In 2009, employment for the tourism sector almost reached 12%, which was 13% higher than the previous year. The hospitality business in Palembang City itself is dominated by the F&B and lodging sector. Thus, the differences in WLB that will be studied here apart from the gender side are seen from the sectoral side, namely F&B and lodging.

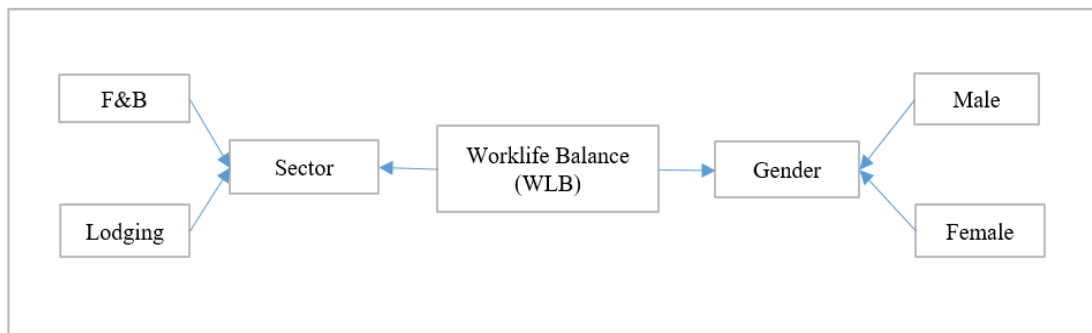
2. Literature Review

The indicators for measuring Work-Life Balance according to Donald and Bradley consist of: Time balance, time balance refers to the amount of time that can be given by an individual, both for his work and for things outside his job. Involvement balance refers to the amount or level of psychological

involvement and commitment of an individual in his work and things outside his job. Satisfaction balance (balance of satisfaction). Refers to the total level of satisfaction of an individual with his work activities and things outside his work (McDonald, P., & Bradley, 2005).

Some studies regarding work-life balance and gender obtaining different results, in the earlier study the data suggest that gender remains embedded in the ways that respondents negotiate home and work life. (Winslow, 2005). Emslie and Hunt suggest that gender remains embedded in the ways that respondents negotiate home and work life. The women discussed their current problems juggling a variety of roles (despite having no young children at home), while men confined their discussion of such conflicts to the past, when their children were young (Emslie, C., & Hunt, 2009). Thus, the recent study formulated that there was no significant gender difference in the capacity to balance work-life balance among academics. The study also concluded that the traits of agreeableness, conscientiousness and openness to experience were related feature of academics that are capable of balancing work and life roles despite huge demands from these two important domains (Akanni, A. A., & Oduaran, 2017).

Figure 1: Conceptual Framework



Source: Authors, 2023.

In identifying the differences between WLB, both gender and sectoral, the concept proposed by McDonald and Bradley will be used (McDonald, P., & Bradley, 2005). In this case WLB will be seen from the side of Time balance (TB), Involvement balance (IB), and Satisfaction balance (SB). Thus, specifically the independent variables in this study are Gender and Sector. Dependent variables in this study are Time balance, Involvement balance, and Satisfaction balance. The research hypothesis is formulated as follows:

- H_{1a} : There are differences in WLB from the aspect of Time Balance between genders in DW workers during the Covid-19 pandemic.
- H_{2a} : There are differences in WLB from the aspect of Involvement Balance between genders in DW workers during the Covid-19 pandemic.
- H_{3a} : There are differences in WLB from the aspect of Satisfaction Balance between genders in DW workers during the Covid-19 pandemic.
- H_{4a} : There are differences in WLB between sectors from the Time Balance aspect in the hospitality industry during the Covid-19 pandemic.
- H_{5a} : There are differences in WLB between sectors from the Involvement Balance aspect in the hospitality industry during the Covid-19 pandemic.
- H_{6a} : There are differences in WLB between sectors from the Satisfaction Balance aspect in the hospitality industry during the Covid-19 pandemic.

3. Research Method

The method used in this research is a comparative descriptive method with a quantitative approach. Specifically, this study uses a causal-comparative study design using two independent variables, where the researcher explores whether there are differences in WLB by gender and sectorally between the F&B and lodging sectors during the pandemic. In this study, primary data was used, namely by questionnaires distributed to 147 DW workers working in Palembang City's hospitality industry. The hospitality industry in Palembang City is mainly distributed through F&B and lodging. Thus, the differences in WLB in this study are also divided into two sectors, namely the Food and Beverage (F&B) and lodging sectors. To the research objectives, the differences in WLB will be seen in terms of gender and sector. Thus, the workers who are respondents are divided into two groups. The first research group is based on gender, while the second group is based on the employment sector. In identifying the differences between WLB, gender and sectoral, the concept proposed by McDonald and Bradley will be used (McDonald, P., & Bradley, 2005). In this case, WLB will be seen from the side of Time balance (TB), Involvement balance (IB), and Satisfaction balance (SB).

Based on McDonald, P., & Bradley (2005), indicators for each variable are:

Time balance Indicators:

1. Work time limits personal life.
2. Time with family.

Involvement balance Indicators:

1. Leaving personal interest due to high workload.
2. Can balance work and life.
3. Have a great sense of responsibility between work and family.

Satisfaction balance Indicators:

1. Feel happy with personal life & work that is being lived now.
2. Activities in personal life support motivate me to carry out work.
3. The atmosphere at work supports the activities I enjoy in my personal life.
4. I am satisfied with what I have achieved during the Covid-19 pandemic at work.
5. I am happy with the current regulatory program. It can increase my work productivity.

Before analyzing the data, a normality test was conducted as part of the classical assumption test to ensure that the data obtained has a normal distribution using the Kolmogorov-Smirnov test and the Shapiro-Wilks test (Green, S. B., Salkind, 2014). The significance value for all variables indicates that the research data is not normally distributed, so the Mann-Whitney U Test, a non-parametric statistical test, was used (Warner, 2012).

4. Result and Discussion

4.1 Result

Of the 147 questionnaires distributed to DW workers in the hospitality sector in Palembang City, 59% were men (72 people) and 51% of respondents were women (75 people). Based on the distribution of the hospitality sector where they work, it is known that 71 respondents work as DW in the F&B sector (48%) and 76 respondents are DW workers in the lodging/hotel sector (52%). In terms of age, overall, the highest distribution of respondents' age was 22 years, amounting to 14.3% of all respondents. If grouped by sector, 25% of respondents in the F&B sector are 22 years old, while in the lodging sector most of the respondents are 27 years old (18%). This descriptive result shows that the F&B sector is dominated by the age group of the workforce of 20 to 24 years. On the other hand, the lodging sector is dominated by the age group of the workforce of 25 to 29 years. In terms of gender, more female workers

are absorbed in the F&B sector, while in the lodging sector more male respondents are absorbed in this sector, which is almost 54%.

Table 1. Distribution of Respondent

Gender	Sector	f	%
Male	F&B	31	43.7
	Lodging	41	53.9
Female	F&B	40	56.3
	Lodging	35	46.1

Source: Authors

Furthermore, in analyzing descriptive statistics, it is also necessary to calculate the mean and standard deviation of all research variables (Ritchey, 2008). Based on the mean and standard deviation, it is known that the mean value for female respondents is higher than for male respondents. This indicates that there are gender differences in WLB during the Covid-19 pandemic.

Table 2. Descriptive, Statistics, Gender

Variable	Male		Female	
	M	SD	M	SD
Work time limits personal life	2.82	1.19	3.29	1.11
Enough time with family	3.24	0.91	3.64	0.80
Leaving personal interest due high workload	3.84	0.74	4.17	0.78
Can balance work and life	3.96	0.79	3.76	0.71
have a great sense of responsibility between work and family	3.79	0.73	4.16	0.85
feel happy with personal life & work that is being lived now	3.79	0.73	3.91	0.82
Activities in personal life support motivate me to carry out work	3.75	0.71	3.98	0.60
The atmosphere at work supports the activities I enjoy in my personal life	3.59	1.00	4.01	0.79
I am satisfied with what I have achieved during the Covid-19 pandemic at work	3.67	0.87	4.05	0.71
I am happy with the current regulatory program so that it can increase my work productivity	3.79	0.77	4.19	0.69

Source: Authors

Meanwhile, in the sectoral group, it is known that the mean value for most of the F&B variables is greater than the mean value for the group of respondents who work in the hotel/lodging sector. This value also indicates that there are sectoral differences between WLB workers in the sector during the Covid-19 pandemic.

Table 3. Descriptive Statistics, Sectoral

Indicators	F&B		Lodging	
	M	SD	M	SD
Work time limits personal life	3.06	1.24	3.07	1.11
Enough time with family	3.55	0.89	3.34	0.86
Leaving personal interest due high workload	4.10	0.76	3.93	0.79
Can balance work and life	3.85	0.71	3.87	0.80
have a great sense of responsibility between work and family	4.06	0.86	3.91	0.77
feel happy with personal life & work that is being lived now	4.00	0.69	3.71	0.83
Activities in personal life support motivate me to carry out work	3.89	0.62	3.86	0.71
The atmosphere at work supports the activities I enjoy in my personal life	3.74	0.94	3.87	0.91
I am satisfied with what I have achieved during the Covid-19 pandemic at work	3.84	0.79	3.88	0.85
I am happy with the current regulatory program so that it can increase my work productivity	4.13	0.75	3.87	0.74

Source: Authors

Before analyzing the data, a normality test was conducted as part of the classical assumption test. A normality test is done to ensure that the data obtained has a normal distribution, meaning that there are no errors in the distribution so that the data becomes unsuitable. The importance of data normality is that the research results can be generalized to the object of research. Before the t-test, the normality test was carried out using the Kolmogorov-Smirnov and Shapiro-Wilks tests (Green, S. B., Salkind, 2014). Based on the Kolmogorov-Smirnov Shapiro-Wilks test results based on gender in Table 4, it is known that the significance value for all variables is less than 0.05. This value indicates that the research data is not normally distributed. Thus, to test the two samples in this study, the Mann-Whitney U Test non-parametric statistical test was used (Warner, 2012).

Table 4. Tests of Normality, Kolmogorov-Smirnov Tests, Gender

Indicators	Group	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	ρ	Statistic	df	ρ
Work time limits personal life	Male	0.162	72	0.000	0.914	72	0.000
	Female	0.177	75	0.000	0.908	75	0.000
Enough time with family	Male	0.216	72	0.000	0.865	72	0.000
	Female	0.247	75	0.000	0.862	75	0.000
Leaving personal interest due high workload	Male	0.234	72	0.000	0.801	72	0.000
	Female	0.256	75	0.000	0.792	75	0.000
Can balance work and life	Male	.219	72	0.000	.801	72	0.000
	Female	.258	75	0.000	.824	75	0.00

Indicators	Group	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	ρ	Statistic	df	ρ
have a great sense of responsibility between work and family	Male	.250	72	0.000	.794	72	0.000
	Female	.264	75	0.000	.813	75	0.000
feel happy with personal life & work that is being lived now	Male	.250	72	0.000	.794	72	0.000
	Female	.265	75	0.000	.852	75	0.000
Activities in personal life support motivate me to carry out work	Male	.258	72	0.000	.787	72	0.000
	Female	.322	75	0.000	.765	75	0.000
The atmosphere at work supports the activities I enjoy in my personal life	Male	.224	72	0.000	.870	72	0.000
	Female	.267	75	0.000	.838	75	0.000
I am satisfied with what I have achieved during the Covid-19 pandemic at work	Male	.236	72	0.000	.866	72	0.000
	Female	.297	75	0.000	.810	75	0.000
I am happy with the current regulatory program so that it can increase my work productivity	Male	.265	72	0.000	.788	72	0.000
	Female	.260	75	0.000	.795	75	0.000

Source: Authors

Then, the sectorally Kolmogorov-Smirnov Shapiro Wilks test shows the result in Table 5. We can see that in a normal test, the significance value for all variables is less than 0.05.

Table 5. Tests of Normality, Kolmogorov-Smirnov Tests, Sectors

Variabel	Group	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	ρ	ρ	Statistic	ρ
Work time limits personal life	F&B	0.171	71	0	0.914	71	0
	Lodging	0.195	76	0	0.915	76	0
Enough time with family	F&B	0.229	71	0	0.878	71	0
	Lodging	0.239	76	0	0.864	76	0
Leaving personal interest due high workload	F&B	0.221	71	0	0.805	71	0
	Lodging	0.224	76	0	0.802	76	0
Can balance work and life	F&B	0.276	71	0	0.828	72	0
	Lodging	0.254	76	0	0.79	75	0
have a great sense of responsibility between work and family	F&B	0.23	71	0	0.833	71	0
	Lodging	0.223	76	0	0.804	76	0
feel happy with personal life & work that is being lived now	F&B	0.289	71	0	0.819	71	0
	Lodging	0.251	76	0	0.848	76	0
Activities in personal life support motivate me to carry out work	F&B	0.318	71	0	0.774	71	0
	Lodging	0.252	76	0	0.801	76	0
The atmosphere at work supports the activities I enjoy in my personal life	F&B	0.24	71	0	0.87	72	0
	Lodging	0.202	76	0	0.861	75	0
I am satisfied with what I have achieved during the Covid-19 pandemic at work	F&B	0.268	71	0	0.852	71	0
	Lodging	0.24	76	0	0.86	76	0

Variabel	Group	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	ρ	ρ	Statistic	ρ
I am happy with the current regulatory program so that it can increase my work productivity	F&B	0.229	71	0	0.803	71	0
	Lodging	0.229	76	0	0.803	76	0

Source: Authors

After the normality test, we compared the data to prof the differences in Work-life Balance Among Daily workers amid COVID-19 based on gender and sector using an independent sample t-test. The result is shown in Table 6.

Table 6. Independent Sample T Test, Result

Variable	Sector						Gender					
	F&B		Lodging		T	ρ	Male		Female		T	ρ
	M	SD	M	M			M	SD	M	SD		
Time Balance	3.57	0.66	3.31	3.31	1.09	0.28	3.31	0.68	3.70	0.59	3.79	0.000
Involvement Balance	3.95	0.48	3.83	3.83	1.36	0.17	3.83	0.52	3.95	0.46	-	0.112
Satisfaction Balance	3.91	0.60	3.68	3.68	0.32	0.75	3.68	0.65	4.08	0.52	-	0.000
												4.10

Source: Authors

Besides the independent t-test, we also compared the data to prove the differences in Work-life Balance Among Daily workers amid COVID-19 based on gender and sector using the Mann-Whitney You test. The result is shown in Table 7.

Table 7. Mann Whitney u Test, Result for Gender and Sector

Variable	Male	Female	Z	ρ	F&B	Lodging	Z	ρ
	Mean	Mean			Mean	Mean		
	Rank	Rank			Rank	Rank		
Time Balance	60.94	86.54	-3.687	0.000	78.63	69.67	-1.290	0.197
Involvement Balance	67.67	80.07	-1.786	0.074	78.58	69.72	-1.275	0.202
Satisfaction Balance	75.13	86.79	-3.769	0.092	75.13	72.94	-0.317	0.002

Source: Authors

4.2 Discussion

The first hypothesis (H_{01}) in this study states that there are differences in WLB from the aspect of Time Balance between genders in DW workers during the Covid-19 pandemic. In order to test the hypothesis, an independent sample t-test was conducted. The use of the independent sample t test is done because the dependent variable is a continuous variable and the independent variable is a dichotomous variable. Based on the results of the independent sample t test in table 6, it is known that the time balance is statistically different as the independent variable ($t = 3.79; = 0.000$). Furthermore, the results of Levene's test for homogeneity of variance in this hypothesis indicate that the data presented are homoscedastic or have the same variance, because the F value is greater than 0.05 ($F = 0.691; = 0.407$).

To test the hypothesis, non-parametric statistical tests were carried out through the Mann Whitney U test because the data previously identified were not normally distributed. Based on the Mann Whitney U test in table 7, it is known that the value of $Z = -3.687$ and the significance is $= 0.000$ which is smaller

than the critical limit of 0.05. The results of this test indicate that there are gender differences in WLB among DW workers during the Covid-19 pandemic.

The second hypothesis, the null hypothesis (H_{02}) states that there is a gender difference in Involvement Balance among DW workers during the pandemic. To test the hypothesis, an independent sample t-test was conducted. The results of the independent sample t test in table 6 indicate that there is no significant difference in WLB between men ($M=3.83$) and women ($M=3.95$). Thus, the null hypothesis on gender involvement balance is rejected. The results of the homogeneity test through the Levene test showed that the data presented were homoscedastic or had the same variance, because the F value was greater than 0.05 ($F=2.551$; $=0.376$).

The results of the non-parametric statistical test through the Mann Whitney U test showed that there was no significant difference in mean rank between men ($M=67.67$) and women ($M=80.07$). Then with a value of $Z = -1.786$ and an value of 0.074 (critical limit of 0.05) it also proves that there is no difference in WLB in terms of gender involvement balance which is significant among DW workers during the Covid-19 pandemic.

The third hypothesis, the null hypothesis (H_{03}) states that there is a gender difference in Satisfaction Balance among DW workers during the Covid-19 pandemic. To test the hypothesis, an independent sample t-test was conducted. The results of the independent sample t test in table 6 indicate that there is no significant difference in WLB between men ($M=3.68$) and women ($M=4.08$). Thus the null hypothesis on gender satisfaction balance is rejected. The results of the homogeneity test through Levene's test, in this hypothesis also show that the data presented are homoscedastic or have the same variance, because the F value is greater than 0.05 ($F=16,834$; $=0.056$).

The results of the non-parametric statistical test through the Mann Whitney U test in table 7 show that there is no significant difference in mean rank between men ($M=75.13$) and women ($M=86.79$). Then with a value of $Z = -3.769$ and an value of 0.092 (critical limit of 0.05) it also proves that there is no significant gender difference in satisfaction balance among DW workers during the Covid-19 pandemic. The fourth hypothesis, the null hypothesis (H_{04}) states that there is a sectoral difference in Time Balance among DW workers during the pandemic. To test the hypothesis, an independent sample t-test was conducted. The results of the independent sample t test in table 6 indicate that there is no significant difference in WLB in terms of time balance between F&B ($M=3.57$) and lodging ($M=3.31$). Thus the null hypothesis on time balance by gender is rejected. The results of the homogeneity test through the Levene test showed that the data presented were homoscedastic or had the same variance, because the F value was greater than 0.05 ($F=1.195$; $=0.276$).

The results of the non-parametric statistical test through the Mann Whitney U test showed that there was no significant difference in the mean rank between F&B ($M=78.63$) and lodging ($M=69.67$). Then with a value of $Z=-1.290$ and an -value of 0.197 (critical limit of 0.05) it also proves that there is no significant difference in time balance sectorally between F&B and Lodging among DW workers during the Covid-19 pandemic.

The fifth hypothesis, the null hypothesis (H_{05}) states that there are differences in sectoral involvement balance among DW workers during the pandemic. To test the hypothesis, an independent sample t-test was conducted. The results of the independent sample t test in table 6 indicate that there is no significant difference in WLB in terms of time balance between F&B ($M=3.95$) and lodging ($M=3.83$). Thus, the null hypothesis on the sectoral involvement balance is rejected. The results of the homogeneity test through the Levene test, showed that the data presented were homoscedastic or had the same variance, because the F value was greater than 0.05 ($F=1.860$; $=0.175$).

The results of the non-parametric statistical test through the Mann Whitney U test showed that there was no significant difference in the mean rank between F&B (M=78.58) and lodging (M=69.72). Then with a value of $Z = -1.275$ and an $-value$ of 0.202 (critical limit of 0.05) it also proves that there is no sectorally significant difference in involvement balance between F&B and Lodging among DW workers during the Covid-19 pandemic.

The sixth hypothesis, the null hypothesis (H_{06}) states that there is a sectoral difference in satisfaction balance among DW workers during the pandemic. To test the hypothesis, an independent sample t-test was conducted. The results of the independent sample t test in table 6 indicate that there is a significant difference in WLB in terms of satisfaction balance between F&B (M=3.68) and Lodging (M=4.08). Thus the null hypothesis on gender satisfaction balance is accepted. The results of the homogeneity test through Levene's test showed that the data presented were homoscedastic or had the same variance, because the F value was greater than 0.05 ($F=0.105$; $=0.747$).

The results of the non-parametric statistical test through the Mann Whitney U test showed that there was no significant difference in the mean rank between F&B (M=75.13) and Lodging (M=72.94). Then with a value of $Z=-0.317$ and an $-value$ of 0.002 (critical limit of 0.05) it also proves that there is a sectorally significant difference in satisfaction balance between F&B and Lodging among DW workers during the Covid-19 pandemic.

5. Conclusion

Based on the results of testing on the six hypotheses, it is known that WLB for DW workers in the hospitality sector during the Covid-19 pandemic has gender differences in terms of time balance. From the questionnaire side, respondents found it difficult to divide their time and often left their personal interests because their time was running out to complete work whose demands were increasing during the pandemic. This is in line with the research put forward by Emslie and Hunt which states that the accepted gender work life balance will differ between men and women (Emslie, C., & Hunt, 2009). Furthermore, in terms of the WLB sector, there will be differences between the F&B and Lodging sectors, where there are differences in respondents' perceptions of the working atmosphere during the pandemic.

6. References

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