

A Study of Employee's Work-Life Balance in Indonesia: The Effect of Human Resources Practice and Perceived Organizational Support

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ABSTRACT

This empirical research was conducted to examine the impact of effective human resource practice and perceived organizational support in improving employee work-life balance in Indonesia. The study sample consisted of 363 employees worked in Bandung and Jakarta. Sample was selected using nonprobability method. We testing the mediation role of perceive organizational support between effective HR practices and work-life balance at individual levels. This study helps explain the work and life interaction among employees by analyzing the level of suport from organization. SPSS with Macro Process was used to test the relation. Participants presume that organization already practice effective HR policies and gave adequate support to do the job. Employee also develop higher balance between work and private life. It seems such balance was formed by the organization involvement. Our findings support the statement that the relation of effective HR practices and work-life balance is mediated by employee's regarding organizational support. Management should focus on developing human resources policies that regards as promoting support for employees.

Keywords: Human Resources Practice, Perceived Organizational Support, Work-Life Balance