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## Influence of Internet of Things and Work Life Balance on Employee Job Satisfaction

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**Abstract:** Within the field of human resource management research, the article 'The Influence of the Internet of Things and Work Life Balance on Employee Job Satisfaction' is a review of scholarly literature. The goal of this article's authoring is to develop a hypothesis about the relationship between variables that can be applied to future management science and human resources management research projects. The descriptive qualitative research methodology is applied. Relevant data from earlier studies was gathered for this study and sourced from scholarly web resources like Google Scholar, Sinta journal, publish or perish, and digital reference books. The findings of this study are as follows: 1) Work life balance affected employee job satisfaction; and 2) Internet of things affected employee job satisfaction.

**Keyword:** Employee Job Satisfaction, Internet of Things, Work Life Balance

### INTRODUCTION

The workplace has experienced major changes due to the use of technology, especially the Internet of Things (IoT), in the ever-evolving digital era. Across industries, IoT unlocks the potential for increased productivity, more precise monitoring, and more informed decision making by enabling connected devices to communicate with each other and exchange data automatically. But as time goes by, it becomes increasingly important to consider how IoT adoption impacts workers in the workplace, particularly in relation to job satisfaction. The adoption of these ever-changing technologies may have a positive impact on organizational performance and productivity, but may also introduce new difficulties, such as increased work pressure, excessive distractions, and difficulty achieving balance between personal and professional life. Instead, the importance of maintaining a balance between personal and professional life has become a major topic of conversation around employee wellbeing. It has been proven that a healthy work-life balance increases motivation, output, and job satisfaction. But achieving this balance can be more difficult for workers in a world where everything is connected and moving quickly.

Employees' capacity to draw boundaries between their personal and professional lives may be impacted by ongoing technological advances and increasing workloads, which may ultimately result in burnout, stress, and lack of job satisfaction. Therefore, it is important to

understand how work-life balance, employee job satisfaction, and IoT in the workplace interact. By conducting thorough research, we can find out how workers' personal and work lives are affected by IoT use, and how a balance between the two can reduce stress and increase job satisfaction. Organizations can create a supportive work environment, encourage a healthy work-life balance, and ultimately increase employee happiness and well-being by taking action once they better understand these dynamics.

Based on the background of the problem above, the problem formulation is determined as follows: 1) Does internet of things affect employee job satisfaction?; and 2) Does work life balance affect employee job satisfaction?.

## **METHOD**

The method for writing Literature Review articles is the Library Research and Systematic Literature Review (SLR) methods, analyzed qualitatively, sourced from the online application Google Scholar, Mendeley and other online academic applications. Systematic Literature Review (SLR) is defined as the process of identifying, assessing and interpreting all available research evidence with the aim of providing answers to specific research questions. In qualitative analysis, literature reviews must be used consistently with methodological assumptions. One of the main reasons for conducting qualitative analysis is that the research is exploratory in nature (Ali, H., & Limakrisna, 2013).

## **RESULTS AND DISCUSSION**

### **Results**

Based on the background, problem formulation and method, the results of this article are as follows:

#### **Employee Job Satisfaction**

The psychological state known as employee job satisfaction measures how satisfied, happy, and satisfied a person is with their job. This relates to the favorable opinions that workers have regarding various characteristics of their jobs, such as working conditions, pay, opportunities to progress in their careers, relationships with coworkers, and recognition of their achievements. Job satisfaction is more than just a feeling of satisfaction; it also includes a sense of accomplishment and satisfaction with the results of one's work (Mukhtar, Risnita, et al., 2016).

Being a subjective concept, job satisfaction can differ between people and work environments. Some examples of variables that influence this are expectations, views on working conditions, and personal values. Therefore, it is critical for employers to recognize and address individual needs and preferences in addition to fostering a work environment that encourages and supports employee growth and development in a comprehensive manner if they wish to increase employee job satisfaction (F. Saputra & Mahaputra, 2022b).

The following are some of the markers of Employee Job Satisfaction: 1) Compensation and benefits: It is one of the clearest and most immediately visible indicators of job satisfaction. This includes salary, allowances, bonuses, as well as additional benefits such as health insurance, leave, and other facilities; 2) Acknowledgment and Recognition: Receiving appreciation for one's accomplishments and contributions is a crucial sign of job satisfaction. Workers are typically more motivated and content with their work when they perceive that their supervisors and fellow employees value and acknowledge them; 3) Quality of Work Relationships: Positive working relationships with supervisors, subordinates, and coworkers are crucial markers of job satisfaction. An workplace that fosters open communication, teamwork, and mutual support among employees can lead to higher job satisfaction levels (Mahaputra et al., 2023).

Numerous academics have examined Employee Job Satisfaction, including: (Putri et al., 2023), (Sudiantini & Saputra, 2022), (Kholisoh & Ali, 2020).

### **Internet of Things**

Internet of Things describes a network of physical objects that are linked together and communicate with one another through the internet, all without the need for direct communication between people or between people and computers. These objects can include electronic devices, sensors, software, cars, home appliances, and a variety of other things that have been outfitted with technology to gather and share data in the context of the Internet of Things (Dhianty, 2021).

The way we work, live, and engage with our environment could all be significantly altered by the Internet of Things. Through automatic communication and collaboration between items, the Internet of Things (IoT) can boost productivity, enhance quality of life, streamline corporate procedures, and open up new avenues for innovation and economic expansion. IoT offers advantages, but it also brings with it new problems with data security, privacy, interoperability, and system complexity. To ensure the long-term success of IoT development and implementation, a meticulous and comprehensive approach is necessary (Havidz et al., 2020).

Among the indicators found on the internet of things are: 1) Number of Connected Devices: The total number of devices in a system or environment that are linked to an IoT network is shown by this indication. The potential and reach of IoT applications to monitor, regulate, and optimize different facets of industry and life are greater the more devices that are connected; 2) Data Handling Capacity: One key metric for assessing an IoT system's capacity to manage the massive amounts of data produced by connected devices is the availability of sufficient data processing and storage capacity. Enough capacity is necessary to provide precise and instantaneous data analysis; 3) Security: An important metric for gauging the effectiveness and degree of IoT deployment is security. Robust security measures are needed for IoT systems in order to safeguard confidential information, avert cyberattacks, and maintain user privacy; and 4) Network Connections: A crucial determinant of this technology's success is the accessibility and dependability of the communication networks that facilitate connectivity amongst IoT devices. For data to be sent between devices effectively, the network needs to be able to offer a quick, dependable, and secure connection (Nofrialdi et al., 2023).

Numerous researchers have examined the internet of things, including: (Ben-Daya et al., 2019), (Rajesh et al., 2022), (Angkasa et al., 2023).

### **Work Life Balance**

The idea of work-life balance is to strike a balance or harmony between an individual's personal and professional duties and roles. This idea highlights how crucial it is to strike a good balance between the amount of time and energy spent working and the amount of time and energy spent on non-work-related activities like family, leisure, health, and personal growth. Because it directly affects a person's quality of life and well-being, work-life balance is crucial. A person typically feels happier, more content, and in better physical and mental health when they are able to balance and manage the demands and needs of many elements of their life. On the other hand, a mismatch between job and personal life can result in interpersonal troubles, stress, burnout, and even issues with one's physical and mental health (Harini et al., 2020).

Among the indicators found on the work life balance are: 1) Work Flexibility: One key sign of a healthy work-life balance is flexibility in one's work schedule and location. Having the flexibility to modify work hours and locations to accommodate personal requirements can aid in organizing; 2) Free Time: The amount of time available for pursuits other than work, such hobbies, spending time with family, or interacting with friends, is included in this

indicator. A person's personal and professional lives will be more harmonious the more free time they have; 3) Stress degree: An additional measure of work-life balance is an individual's degree of stress. An imbalance between one's personal and professional lives may be indicated by someone who feels too pressured or stressed out at work (Badrianto & Ekhsan, 2021).

Numerous researchers have examined work-life balance, including: (Arfandi & Kasran, 2023), (Suwito et al., 2022), (Wijaya & Dewi, 2017).

### Relevant Previous Research Results

Examining pertinent literature to inform the creation of research hypotheses by elucidating the findings of earlier studies and outlining their parallels and discrepancies with the proposed study, as shown in table 1 below:

**Table 1. Relevant Previous Research Results**

No	Author (Year)	Research Results	Similarities With This Article	Differences With This Article	Basic Hypothesis
1	(Nofrial di et al., 2023)	1) Internet of things influences work effectiveness; 2) Internet of things influences individual behavior; and the Internet of things has an impact on the supply chain	The influence of the internet of things on work effectiveness	The influence of the internet of things on individual behavior and supply chains	H1
2	(Nasir, 2021)	The internet of things influences the implementation of tasks, achievements and teacher performance	The influence of the internet of things on job satisfaction	The influence of the internet of things on teacher performance	H1
3	(Lumun on et al., 2019)	1) Work life balance influences employee job satisfaction; 2) Occupational health influences employee job satisfaction; and 3) Workload influences employee job satisfaction	The influence of work life balance on employee job satisfaction	The influence of occupational health and workload on employee job satisfaction	H2
4	(Aliya & Saragih, 2020)	1) Work life balance influences employee job satisfaction at PT Telkom Division Telkom Regional III West Java; and 2) The work environment influences employee job satisfaction at PT Telkom Division Telkom Regional III West Java	The influence of work life balance on employee job satisfaction	The influence of the work environment on employee job satisfaction	H2

### Discussion

The purpose of this article's discussion is to evaluate pertinent literature, examine the relationship between factors, and develop a conceptual study strategy in light of the research findings:

#### 1. Effect of the Internet of Things on Employee Job Satisfaction

Given the technological advancements in the modern workplace, the impact of the Internet of Things (IoT) on employee job satisfaction is substantial. IoT has transformed how businesses run their operations by utilizing a range of linked devices and sensors to enable process automation, real-time monitoring, and quicker decision-making. This lowers employee workload and boosts operational efficiency, both of which can lead to higher job satisfaction.

Additionally, IoT increases work flexibility by enabling employees to use connected devices to access data and systems remotely. This can help individuals achieve a better work-life balance by enabling them to work more flexibly and schedule their hours and locations as suits them. IoT does, however, present certain difficulties that must be resolved even though it

greatly improves people' working lives. One issue is that workers may find it difficult to maintain a work-life balance as a result of their IoT devices' continuous connectivity. As a result, it's critical for businesses to consider how employees' use of IoT technology affects their work-life balance and to make sure that this technology enhances employee happiness and well-being rather than detracts from it. Thus, IoT deployment can improve employee work satisfaction and have a favorable impact on the organization's overall performance and productivity with prudent management and thorough planning.

Research by: indicates that job happiness among employees is impacted by the internet of things: (Nasir, 2021), (Chong & Ali, 2021), (Nofrialdi et al., 2023).

## 2. Effect of Work Life Balance on Employee Job Satisfaction

Given the current characteristics of the workplace, work-life balance has a major impact on how satisfied employees are with their jobs. Employee job satisfaction typically rises when they are able to strike a healthy balance between work and personal obligations. An appropriate balance enables workers to divide their time and effort between work and personal growth, leisure, and family activities.

Employees are happier, feel more in charge of their life, and are more enthusiastic about their jobs as a result. In addition, employees who have a healthy work-life balance report feeling less stressed and exhausted, which enhances their physical and mental well-being and boosts output and performance. Organizations can provide a work environment that is flexible, supportive, and sustainable by taking into consideration employees' requirements to strike a balance between their personal and professional life. This can enhance staff retention, productivity, and the reputation of the business as a whole in addition to raising employee happiness and well-being. Therefore, managing work-life balance is a key factor in creating a healthy, productive and sustainable work environment for employees and organizations.

Work-life balance affects how satisfied employees are with their jobs, according to research by: (Aliya & Saragih, 2020), (Yunita et al., 2023), (Lumunon et al., 2019).

### Conceptual Framework

Figure 1 illustrates the construction of a conceptual framework that is based on the problem formulation, pertinent prior research, and the outcomes of the research and discussion above.



Figure 1. Conceptual Framework

According to Figure 1's conceptual framework, employee job satisfaction is influenced by the Internet of Things and work-life balance. Employee Job Satisfaction is influenced by a number of variables in addition to the two independent variables that do so, including:

- 1) Work Environment: (Kasman & Ali, 2022), (F. Saputra & Mahaputra, 2022a), (Suprpto et al., 2023), (F. Saputra et al., 2023).
- 2) Career Development: (Mukhtar, Ali, et al., 2016), (Sumardi et al., 2022), (Elmi & Ali, 2017), (Kasman & Ali, 2022).
- 3) Leadership Style: (Maida et al., 2017), (Mahaputra & Saputra, 2021), (Paijan & Ali, 2017), (F. Saputra, 2021), (Putra et al., 2021).

- 4) Work Culture: (Ali et al., 2022), (R. F. A. Saputra et al., 2021), (Sari & Ali, 2022), (F. Saputra et al., 2024), (Prasetyo et al., 2023).

## CONCLUSION

The following are some of the findings drawn from the problem's background, formulation, prior research, conceptual framework, and above discussion:

- 1) Internet of things affected employee job satisfaction;
- 2) Work life balance affected employee job satisfaction.

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