

THE INFLUENCE OF TIME MANAGEMENT, CAREER DEVELOPMENT, WORK-LIFE BALANCE, AND WORK LOYALTY ON EMPLOYEE PERFORMANCE AT PT TDK ELECTRONICS INDONESIA BATAM

**Habibuddin Nasution¹, Sri Langgeng Ratnasari², Hilda Khoiria Puspita Arum^{3*},
Dhenny Asmarazisa Azis⁴, Hanafi Siregar⁵**

^{1,3,4} Study Programs Management, Faculty Economics and Business, University of Riau Islands, Indonesia

² Master of Management Study Programs, Program Postgraduate, University of Riau Islands Indonesia

⁵ Study Programs Digital Business, Faculty Economics and Business, University of Riau Islands, Indonesia

*Corresponding Author: habibuddinnasution1@gmail.com

Abstract: This research was conducted with the aim of knowing and analyzing the influence of time management, career development, work-life balance, and work loyalty on employee performance at PT TDK Electronics Indonesia. The population in this study were employees, especially in the MSDS Coating department, totaling 265 people. The sample in this study used the Isaac and Michael formula with a final total of 135 samples using questionnaire techniques. This research is quantitative research with statistical analysis data using multiple linear regression analysis methods. If we look at the results of the t test, the calculated value of the time management variable is $8.154 > 1.978$, the calculated t value of the career development variable is $0.504 < 1.978$, the calculated t value of the work-life balance variable is $1.533 < 1.978$, the t calculated value of the work loyalty variable is $0.587 < 1.978$. Shows that partially time management has a significant effect on employee performance, while the variables of career development, work-life balance and work loyalty do not have a significant effect, especially on employee performance. Simultaneously time management, career development, work-life balance, work loyalty, have a significant effect on employee performance.

Keywords: Time Management; Career development; work-life balance; Work Loyalty; Employee performance

1. Introduction

Employee is an important asset for company. Employees hold key main in create wheel life especially in company. Employees who have high productivity and motivation can increase performance with good, so objective main from A company earlier can realized as should be. The importance for company for maintain and improve quality as well as performance employees. Because employees will determine failure and success objective company If Correct in do his job (Muliati & Budi. 2021)

In study this, researcher using PT TDK as place in carry out research. PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia is company manufacturing that has stand since 2007. This company move in the field electronic with marketing, components and also systems more electronics lots with make sensors on temperature and also the like application automotive good on the tool House ladder and tool health. This is what we can be certain of is need quality source power good human being.

Time management that will on employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia were assessed still enough less. According to interviews conducted on January 8, 2024 several operators have not understand How use new system so that time they

many wasted. This can be seen from results work obtained still not yet in accordance with the desired target. Management time can give good results if managed with really (MPOC et al., 2020)

Career development at PT Tokyo Denki Kagaku Kogyo (TDK) Electronics Indonesia, based on interviews conducted on January 8, 2024, shows that many employees feel they have worked for a long period but have not experienced sufficient career advancement. This condition leads to a lack of enthusiasm toward their jobs. In fact, career development can enhance individuals' potential to achieve planned career goals and fulfill their needs (Sunarsi et al., 2020).

Work-life balance at PT Tokyo Denki Kagaku Kogyo (TDK) Electronics Indonesia is also not yet optimally applied. Based on interviews with several employees on January 8, 2024, many of them still experience stress due to personal problems outside of work, which ultimately affects various aspects of their lives. Therefore, employees need a good balance between their work and personal life (Suhartini, 2021).

Work loyalty at PT Tokyo Denki Kagaku Kogyo (TDK) Electronics Indonesia is still considered insufficient among some employees. From the same interview results, employees feel that the salary provided does not adequately meet their needs. As a result, when there are job offers with more attractive compensation, employees are willing to leave the company. Whereas, employee loyalty has been proven to have a positive impact on improving the company's performance and overall quality (Antoncic & Bostjan, 2011).

Overall, previous studies have identified and examined the relationship between time management, career development, work-life balance, and employee loyalty with employee performance. These studies provide valuable insights for company management in designing effective policies and strategies to improve employee performance, reduce turnover rates, and achieve sustainable organizational performance. However, it is important to note that organizational context and employee demographics may influence the relationships among these variables, thus further research and contextualization are required for a deeper understanding of their impact.

Based on the problems identified at PT TDK Electronics Indonesia, where several variables are not yet well implemented, the objective of this research is to provide an in-depth understanding of how to improve employee performance and assist management in designing effective policies and programs to motivate, retain, and develop a high-quality human resource base to achieve long-term organizational success. Considering the significant role of time management, career development, work-life balance, and work loyalty in enhancing employee performance, a comprehensive investigation is needed to explore the complex relationships among these variables within the company's context

2. Literature Review

Time Management

Management time (management) life) is achievement target main life as results from set aside activities No meaning that often it is precisely Lots eat time (Taylor, 1990). Management time is planning, organizing, tightening and monitoring productivity time. Time be one of source Power work that must be done managed in a way effective and efficient. Effectiveness seen from achievement objective use the time that has passed set previously. Efficient meaningful subtraction specified time and investment use available time. Management time aiming at

meaningful productivity ratio of output to input. Management time is ability For allocate time and resources Power For achieve goal. Creating balance between work and life personal. Concentrate on results and not just busy self. Management time No only referring to to management time, but more tend to how utilise time. Individuals who are able manage time will determine priority from various task at hand, focus time and energy important tasks moreover formerly.

Career Development

According to Stone, as cited in Kadarisman (2013, pp. 322–323), career development is a process and activity to prepare employees to occupy positions within an organization or company in the future. Career development implies that the organization or HR manager has previously planned the necessary methods to support employees' career growth during their tenure. Meanwhile, Fahmi (2013, p. 250) defines career development as the acquisition of knowledge, skills, and behaviors that enhance employees' abilities to meet changing job requirements as well as the demands of clients and customers. Thus, career development is an action undertaken by employees to achieve their career plans, supported by the human resources department, managers, or other related parties.

Factors Development Career

According to Hasto Joko Nur Utomo and M. Yani (2012, 107) factors that influence to development career individuals in a organization, namely:

1. Relationship employees and organizations
2. Employee personnel
3. Factors external
4. Politicking in organization
5. System award

Indicator Development Career

Indicator development career according to Rivai (2009, 274-279) namely consists of on a number of matter:

1. Achievements Work
2. Exposure
3. Network work (Net Working)
4. Withdrawal self
5. Loyalty to the organization
6. Mentors and sponsors
7. Experience international

Work-Life Balance

The term *work-life balance* was first introduced in England at the end of the 19th century, and became widely used in the 1970s to describe the balance between an individual's work and personal life (Ramya, 2014). Dundas, as cited in Noor (2011), defines work-life balance as the effective management of work and other important activities such as family, community involvement, volunteer work, self-development, leisure, and recreation.

Indicators for measuring work-life balance according to McDonald et al. (2005) consist of time balance, involvement balance, and satisfaction balance. Time balance refers to the amount of time that individuals are able to allocate to both their work and non-work activities. Involvement balance refers to the level of psychological involvement and commitment that

individuals devote to their work and to activities outside of work. Satisfaction balance refers to the level of satisfaction individuals feel toward both their work-related and non-work-related activities.

The benefits of implementing work–life balance programs for companies, according to Lazar et al. (2010), include: (1) reducing absenteeism and tardiness; (2) increasing productivity; (3) enhancing employee commitment and loyalty; (4) improving customer retention; and (5) reducing employee turnover. Meanwhile, for employees, the benefits of work–life balance programs include: (1) increased job satisfaction; (2) greater job security; (3) improved control over the work–life environment; (4) reduced job stress; and (5) improved physical and mental health.

Work Loyalty

Understanding Loyalty Work

Loyalty is one of the things that cannot be purchased with money. Loyalty can only be earned, not bought. Gaining loyalty from someone is not an easy task. In contrast to the difficulty of earning it, loyalty can be lost very easily, including loyalty to one's job.

According to Hasibuan (2007, p. 95), “loyalty is a commitment reflected through an employee's willingness to maintain and uphold the organization both inside and outside the workplace, even when facing external influences from irresponsible parties.”

From the discussion above, it can generally be understood that job loyalty is a form of dedication or commitment that an individual shows toward their work. Therefore, job loyalty is crucial for employees so that they are able to positively interact with their work environment, perform their duties well, and support the achievement of organizational goals. Job loyalty must continuously be developed and maintained, including loyalty to the job, loyalty to colleagues, and loyalty to the organization. High levels of loyalty will create strong social cohesion, which ultimately enhances organizational efficiency.

Factors that Influence Loyalty Work

Naturally, when discussing work loyalty, it can be assumed that loyal employees are highly necessary for any company to operate optimally and to improve its productivity, both in terms of products and profits.

According to Widjaya (2009, p. 39), there are several factors that influence work loyalty, including:

1. An inadequate wage system that does not ensure job security.
2. Working hours that are not sufficiently flexible.
3. Low employee motivation.
4. An unclear organizational structure, leading to unclear roles and responsibilities.
5. Lack of training that supports employee capability and understanding of their work.
6. Poor job design that makes tasks overly difficult.
7. Lack of managerial and supervisory roles.
8. Lack of recognition or appreciation from leaders.
9. Limited opportunities for professional development.

The factors mentioned above indicate that these conditions can significantly influence the emergence of work loyalty. In some cases, these factors are essential to foster and maintain employees' loyalty to their job.

Benefits and Objectives Loyalty Work

Work loyalty is an essential attitude or behavior that every employee should possess in order to support optimal performance and enhance company productivity, both in terms of product and profit. According to Poerwopoespito (2010, p. 531), there are several key characteristics of work loyalty, namely:

Honesty

Honesty has multiple dimensions. In the context of loyalty toward the company, dishonesty will not only harm the organization but also its owners, leaders, employees and their families, the surrounding community, suppliers, and other stakeholders. Ultimately, it may also negatively impact the nation's economy.

Sense of Ownership

Employees should develop a sense of belonging to the company, understanding that the organization is an entity composed of individuals working together. Employees are expected to maintain and protect the company's assets as if they were their own.

Understanding Company Challenges

Employees who are loyal are willing to understand and support the company's condition, especially during difficult times. Even if the company faces bankruptcy, maintaining high-quality and competitive human resources remains essential and valuable.

Willingness to Work Beyond Expectations

Loyal employees are willing to contribute more than what is stated in their job description, especially when the company faces challenges. They support recovery efforts instead of leaving for other opportunities.

Creating a Positive Work Environment

A conducive atmosphere significantly affects employee performance and productivity. Leaders play a crucial role in shaping a positive environment because they possess power, authority, and influence over subordinates.

Benefits and Objectives Loyalty Work

The company's inability to ensure employee welfare can lead to a loss of employee trust. As a result, the company may lose its high-performing employees. According to Hasibuan (2007, p.96), the benefits and objectives of work loyalty are to ensure that employees comply with, implement, and practice both written and unwritten rules with patience and full responsibility. This is reflected in employees' attitudes, behaviors, and actions in carrying out their duties. Furthermore, Nitisemito (2008:163) states that the benefits and objectives of work loyalty include; preventing a decline in employee productivity, reducing absenteeism, decreasing the level of employee turnover and minimizing anxiety and demands that may lead to strikes. Based on these expert views, the benefits and objectives of work loyalty are closely related to efforts to reduce negative employee behaviors that can cause losses to the organization as a result of declining work loyalty.

Employee Performance

According to Hamzah and Lamatenggo (2012), employee performance is an individual behavior that produces specific work outcomes after meeting certain requirements. Edison et al. (2017, p. 188) state that performance is the result of a process that is evaluated and measured

over a specified period of time based on predetermined rules or agreements. Meanwhile, Mangkunegara (2013) defines employee performance as the quality and quantity of work achieved by an employee in completing their tasks. Based on these expert views, it can be concluded that performance refers to an individual's or a group's achievements within an organization in order to accomplish organizational goals.

According to Edison et al. (2017: 193) dimensions performance There is four is as following. (1) Target, is indicator to fulfillment amount goods, work, or amount of money earned, (2) Quality to results work achieved, and this is element important, because quality is strength in maintain satisfaction work, (3) time solution, Correct solution time and delivery work become sure. This is capital for make trust consumers and get loyalty consumer. Definition customer here also applies to services in other parts of the company / organization's internal environment, (4) obey principle. No just must meet targets, quality and accuracy time but also must done with the right way.

According to Sutrisno (2009), there are six performance indicators, as follows; 1) Work Results. This includes the quantity and quality of output produced by employees as well as the extent to which supervision is required by the company. 2) Job Knowledge The level of knowledge related to job tasks directly influences the quality and quantity of employee performance. Job knowledge also reflects the extent to which employees understand the company's products or services. 3) Initiative. The level of initiative shown by employees in carrying out work tasks, particularly in handling arising problems. This includes the ability to identify issues, take corrective actions, and propose improvement solutions. 4) Mental Agility. The ability and speed of employees in accepting work instructions and adapting to work methods and workplace conditions. 5) Attitude. Employees' behavior and positive attitude toward the company and coworkers, including work enthusiasm and willingness to cooperate. 6) Time and Attendance Discipline. The level of punctuality and presence of employees at the workplace, performing their duties in accordance with the established working hours.

Framework Think

Framework thinking is a diagram that explains outline channel logic walking A research. Based on background behind problem, review library and review research previously, in the framework think on describe connection between variables independent with variables dependent that is *Time Management* (X1), *Development Career* (X2), *Work-life Balance* (X3), and *Loyalty Work* (X4) on *Employee Performance* (Y) then can formulated framework thinking study as following:

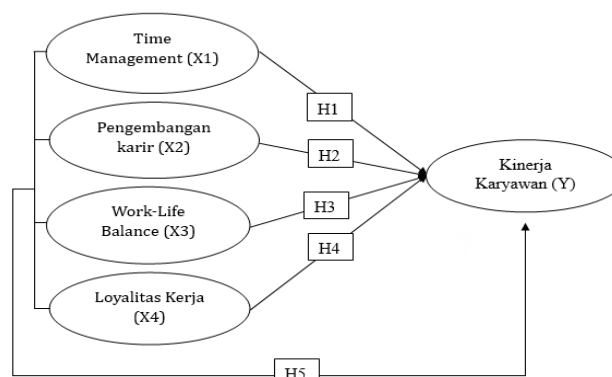


Figure 1. Research Model

Hypothesis Study

Based on the framework model think above, researchers formulate hypothesis as following:

- H 1 : There is influence positive between Time Management on Employee Performance of PT TDK Electronics Indonesia Batam
- H 2 : There is influence positive between development career on Employee Performance of PT TDK Electronics Indonesia Batam
- H 3 : There is influence positive between Work-Life Balance on Employee Performance of PT TDK Electronics Indonesia Batam
- H 4 : There is influence positive between Loyalty Work on Employee Performance of PT TDK Electronics Indonesia Batam
- H 5 : There is influence positive in a way simultaneous between Time Management, Development Career, Work-Life Balance, and Loyalty Work on Employee Performance of PT TDK Electronics Indonesia Batam

3. Method

This is study quantitative. The location taken by the researcher is company manufacturing electronics at PT TDK Electronics Indonesia, Batam. In study this researchers own population as many as 265 employees that is especially in 1 MSDS Coating department. Sampling techniques in this research This use formula determination amount sample from population developed by *Issac* and *Michael* a total of 135 people from MSDS Coating department PT TDK Electronics Indonesia Batam. Several variables that will be used in study This is Variables independent with Variables Dependent namely Time Management (X1), Development Career (X2), Work-Life Balance (X3), and Loyalty Work (X4) on Employee Performance (Y) The data collected was obtained through observation, study libraries and distribution questionnaire. Distribution questionnaire distributed to employee for filled (Primary data) after that will be obtained other results (secondary data) are form from data processing with scale Likert from 1 – 5 where category is very unlikely agree, no agree, neutral, agree, strongly agree.

4. Result and Discussion

Validity Test

Validity test can know with method see Corrected Item-Total Correlation value (r_{count}) and compare it with r table value with level significance of 0.05 from “degree of freedom” (df) = $n - 2$. If $r_{count} > r$ table so question or indicators can said to be valid, as well on the contrary if $r_{count} < r$ table so question or indicator stated invalid (Ghozali, 2010).

Table 1 Validity Test

Variabel	Item	r hitung	r tabel	remark
Employee Performance	1	0,715	0,1697	Valid
	2	0,789	0,1697	Valid
	3	0,775	0,1697	Valid
	4	0,784	0,1697	Valid
	5	0,742	0,1697	Valid
	6	0,765	0,1697	Valid
	1	0,802	0,1697	Valid

Variabel	Item	r hitung	r tabel	remark
Time Management	2	0,860	0,1697	Valid
	3	0,836	0,1697	Valid
	4	0,757	0,1697	Valid
	5	0,828	0,1697	Valid
	6	0,838	0,1697	Valid
	7	0,719	0,1697	Valid
	8	0,706	0,1697	Valid
Career Development	1	0,723	0,1697	Valid
	2	0,713	0,1697	Valid
	3	0,714	0,1697	Valid
	4	0,810	0,1697	Valid
	5	0,763	0,1697	Valid
	6	0,815	0,1697	Valid
	7	0,815	0,1697	Valid
	8	0,775	0,1697	Valid
Work Life Balance	1	0,771	0,1697	Valid
	2	0,806	0,1697	Valid
	3	0,815	0,1697	Valid
	4	0,759	0,1697	Valid
	5	0,821	0,1697	Valid
	6	0,767	0,1697	Valid
Loyalty	1	0,838	0,1697	Valid
	2	0,832	0,1697	Valid
	3	0,821	0,1697	Valid
	4	0,837	0,1697	Valid
	5	0,870	0,1697	Valid
	6	0,841	0,1697	Valid
	7	0,871	0,1697	Valid
	8	0,717	0,1697	Valid

Based on Table 1 Validity Test can see calculated r value > r table. Then can concluded all items from fifth variables declared valid .

Reliability Test

Reliability test aim for now reliability something instrument valid statement. Reliability test done with see mark *Cronbach's alpha* . If the value *Cronbach's alpha* ≥ 0.60 then something scale stated reliable . Likewise, if mark *Cronbach's alpha* ≤ 0.60 then something scale stated No reliable

Table 2 Reliability Test

Variabel	<i>Cronbach's Alpa</i>	Keterangan
Time Management (X1)	0,942	Reliabel
Career Development	0,932	Reliabel
Work-Life Balance	0,927	Reliabel
Loyalty	0,954	Reliabel
Employee Performance	0,916	Reliabel

Based on Table 3 Reliability Test known mark results reliability all over variables above 0.60. This means tool measurement used in study This reliable

Classical Assumption Test

Normality Test

Normality test done For test whether in a regression model something independent variables and dependent variables dependent or both of them normally distributed . So that normally distributed data can carry on to stand furthermore

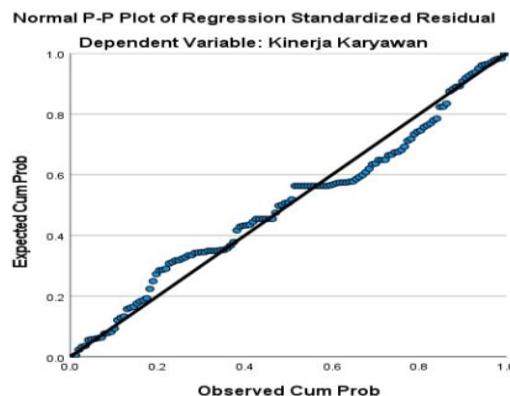


Figure 2. Normality Test

Based on the p-plot output above can seen that dot, dot, dot spread around the diagonal line and following direction of the diagonal line . Then based on pattern the can it is concluded that the data is normally distributed .

Multicollinearity Test

Multicollinearity test done For test whether found existence correlation between independent variable . This test done with see tolerance value and Variance Inflation Factor (VIF) value . If Tolerance value ≥ 0.10 or VIF value ≤ 10 then can said regression model No there is symptom multicollinearity

**Table 3. Multicollinearity Test
 Coefficients Kinerja Karyawan**

Model	Unstandardized Coefficients		Standardized Coefficients		t		Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1 (Constant)	2,240	1,098			2,039	,043		
Time	,506	,062	,671	8,154	,000		,247	4,044
Management								
Career	,027	,053	,039	,504	,615		,277	3,607
Development								
Work-life balance	,146	,095	,151	1,533	,128		,173	5,767
Loyalty	,044	,076	,059	,587	,558		,163	6,131

a. Dependent Variable: Employee Performance

Based on Table 3 Multicollinearity Tests results tolerance value and VIF value for time management variable is 0.247 and 4.044. The tolerance value and VIF value of the time management variable are 0.247 and 4.044. development career are 0.277 and 3.607. The

tolerance value and VIF value of the worklife balance variable are 0.173 and 5.767. Tolerance value and VIF value of the loyalty variable Work are 0.163 and 6.131. Then can concluded all over variables independent in equality regression own tolerance value ≥ 0.10 and VIF value ≤ 10 . No there is symptom multicollinearity in the model regression This .

Heteroscedasticity Test

Heteroscedasticity test aim For know whether in the regression model own inequality variation residual from observation to other observations . Research This using heteroscedasticity test with Scatter plot method .

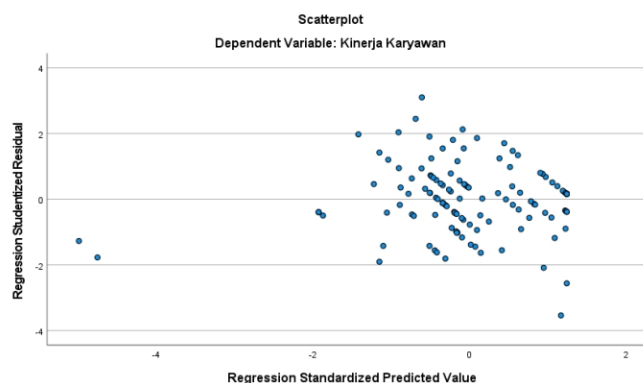


Figure 3 Heteroscedasticity Test

Based on Figure 3 Heteroscedasticity Test above, it can be seen that dot, dot, dot No form something pattern specific and widespread above and below number 0. Then can concluded regression model in study This No there is heteroscedasticity.

Table 4. Analysis Multiple Linear Regression

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,240	1,098		2,039	,043
	Time Management	,506	,062	,671	8,154	,000
	Career Development	,027	,053	,039	,504	,615
	Work-life balance	,146	,095	,151	1,533	,128
	Loyalty	,044	,076	,059	,587	,558

a. Dependent Variable: Employee Performance

Based on Table 4 Analysis Multiple Linear Regression above , obtained coefficient regression of each variable. The equation multiple linear regression can written as following :

$$Y = a + b_1x_1 + b_2x_2 + b_3x_3 + b_4x_4 + e$$

$$Y = 2.240 + 0.506x_1 + 0.027x_2 + 0.146x_3 + 0.044x_4 + e$$

Equality regression on show connection between variables independent with variables dependent in a way partial and can taken conclusion that :

- 1) Constant value is 2,240 meaning If No happen change time management variables , development career , work-life balance, and loyalty Work to performance employees , then mark performance PT (Tokyo Denki Kagaku Kogyo) TDK Electronic Indonesia employees amounted to 2,240 .
- 2) Time management variables have value 0.506. This means every happen increase in X1 by 1% then performance employee will experience improvement of 0.506
- 3) Variables development career have value 0.027. This means every happen increase in X2 by 1% then performance employee will experience improvement of 0.027.
- 4) The work-life balance variable has value 0.146. This means every happen increase in X3 by 1% then performance employee will experience improvement of 0.146
- 5) Variables loyalty Work have value 0.044. This means every happen increase in X4 by 1% then performance employee will experience improvement of 0.044

Hypothesis Testing

Partial test (t-test)

The t-test was performed For see to what extent does it influence independent variables in separated or partial in clarify diversity in variables dependent (Ghozali, 2018). For know whether variables the influential significant if calculated t value > t table . Vice versa If calculated t value < t table so variables the No influential significant . Where to knowing the t table is with use the formula $df = nk - 1$ n is amount respondents , k is many independent variable . Then can known $df = 135 - 4 - 1 = 130$, t table from the number 130 is 1.97838. The t-test can also be seen through mark significance . If the value significance < 0.05 then variables the can it is said influential significant . Vice versa If mark significance > 0.05 then variables the no influential significant .

Table 5. t-test

Coefficients Kinerja Karyawan					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	2,240	1,098		2,039	,043
Time Management	,506	,062	,671	8,154	,000
Career Development	,027	,053	,039	,504	,615
Work-life balance	,146	,095	,151	1,533	,128
Loyelty	,044	,076	,059	,587	,558

Based on Table 7 The t-test can concluded that :

a) Variable (X1)

Based on the t-test table above influence Time Management variable (X1) on performance employee (Y) has mark significant of $0.000 < 0.050$ and the calculated t value of $8.154 > 1.978$. This means that H1 is accepted , the time management variable has an effect positive and significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia

b) Variables Development Career (X2)

Based on the t-test table above influence variables development career (X2) against performance employee (Y) has mark significant of $0.615 > 0.050$ and the calculated t value of $0.504 < 1.978$. This means that H2 is rejected , the variable development career No

influential significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia

c) Variables *work-life balance* (X3)

Based on the t-test table above , the work-life balance variable (X3) against performance employee (Y) has mark significant of $0.128 > 0.050$ and the calculated t value of $1.533 < 1.978$. This means that H3 is rejected , the work-life balance variable does not influential significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.

d) Variables loyalty work (X4)

Based on the t-test table above , the variables loyalty work (X4) against performance employee (Y) has mark significant of $0.558 > 0.050$ and the calculated t value of $0.587 < 1.978$. This means that H4 is rejected , the variable loyalty No influential significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.

Simultaneous Test (F Test)

F test was conducted For test whether all over variables independent own influence in a way b together (simultaneously) towards variables dependent . This test can done with see F value count . If calculated F value $>$ F table so can it is said independent variables in simultaneous influential significant to variables dependent . Likewise on the other hand , if F count $<$ F table so variables independent in a way b together (simultaneously) no influential significant to variables dependent . For find F table is $df = (k ; 135-n)$ where n is amount respondents and k is amount independent variable . This means $df = (4 ; 135-4) = (4; 131)$ then the F table is 2.44.

Table 6. F Test

ANOVA Kinerja Karyawan					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1611,956	4	402,989	116,935	,000 ^b
Residual	448,014	130	3,446		
Total	2059,970	134			

Based on Table 6 F test can known that calculated F value of $116.935 >$ F table 2.44. This means variables independent (time management, development) career , work-life balance, and loyalty work) in a simultaneously (simultaneously) have an effect significant to variables dependent (performance employees) at PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.

Coefficient Determination

Coefficient fetermination measure how much Far regression model capability in explain variation dependent . Coefficient determination is between 0 and 1. If the R square estimate is close to 1 then in a way practical independent variables can give all expected data For anticipate variables dependent

**Table 7. Coefficient Test Determination
Model Summary Kinerja Karyawan**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,885 ^a	,783	,776	1,856

Based on Table 9 Coefficient test determination on show that mark coefficient determination of 0.776 or by 77.6%. This means variables performance employee give contribution amounted to 77.6% and the remaining 22.4% was influenced by other variables that were not entered into the study This .

Discussion

Study This done For know the influence of time management (X1), development career (X2), work-life balance (X3), and loyalty work (X4) against performance employee (Y) PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia. Based on results analysis, obtained the discussion that will be explained as following :

Influence *Time Management* on Employee Performance

Based on t-test table for the time management variable was found t - value of $8.154 > t$ table 1.978 and the value significant of $0.000 < 0.050$, the decision is that H1 is accepted . The time management variable is partial influential positive and significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia. It means If employee the more Good manage time management Work so will the more good performance too his.

Influence development career to performance employee

Based on the t-test table shows variables development career get t - value of $0.504 < t$ table amounting to 1.978 and the value significant of $0.615 > 0.050$ which was obtained decision H2 is rejected. Variable development career No influential significant to variables performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia. Based on survey in operator research has interest to development career. However, most operators only own Education level at high school/ equivalent level so that matter That make employee A little lost interest For develop career. And employees have also feel Enough with current career This lived.

The influence of work-life balance on performance employee

Based on the t-test results were found t - value work-life balance variable is $1.533 < t$ table amounting to 1.978 and the value significant of $0.128 > 0.050$ then can It is concluded that H3 is rejected. The work-life balance variable does not influential significant to variables performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia. It means the more Good a employee can share time between work and for self Alone so employee will experience decline stress level , things This can cause rise level performance employees . However after investigated more further, some employee Still can Work with maximum although employee the currently or own something internal problems connection social and House ladder. That thing No fully make performance employee become decrease .

Influence between loyalty Work to performance employee

Based on the t-test results show that variables loyalty Work own t - value of $0.587 < t$ table amounting to 1.978 and the value significant of $0.558 > 0.050$ then H4 is rejected . The variable loyalty Work No influential significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia. It means the more great sense of loyalty employee to company so the more a great sense of responsibility answer to his work . This should also be accompanied by with trust and openness between company with employee .

The influence of time management, development career , work-life balance, and loyalty Work to performance employee

Based on the results of the F test were found calculated F value of $116.935 > F$ table of 2.44 then it was decided that H_5 was accepted . In conclusion that time management variable (X1), development career (X2), work-life balance (X3), and loyalty work (X4) in together influential significant to variables performance employee (Y) PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.

5. Conclusions

This study aims to determine the influence of time management, career development, work–life balance, and work loyalty on the employee performance of PT Tokyo Denki Kagaku Kogyo (TDK) Electronics Indonesia. Based on the results of the research conducted, the conclusions obtained are as follows:

1. Time management has an effect positive and significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.
2. Development career No influential significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.
3. Work-life balance is not influential significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.
4. Loyalty Work No influential significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.
5. Time management, development career , work-life balance, and loyalty Work in a way together influential positive and significant to performance employees of PT (Tokyo Denki Kagaku Kogyo) TDK Electronics Indonesia.

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