Work value, emotional intelligence, and work-life balance on career commitment

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ARTICLE INFO	ABSTRACT
	The purpose of this study is(1)to determine and identify the effect of work value on career commitment to nurses at Hermina Padang Hospital(2)to determine and identify the effect of emotional intelligence on career commitment to nurses at Hermina Padang Hospital(3)to identify and identify the effect of work-life balance on career commitment of nurses at Hermina Hospital Padang(4)To determine and analyze work values, emotional intelligence, and work-life balance on career commitments in nurses at Hermina Padang Hospital. The population in this study were all nursing employees at Hermina Hospital, Padang City, with 80 employees. The sampling technique was taken using total sampling where the number of samples was the same as the population, namely 80 people. This data collection uses a questionnaire with a Likert scale and the analytical technique using SPSS 25.

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INTRODUCTION

Work is a need of a person in bringing himself to a more satisfying state than before. In addition, a person is also required to continue to improve and develop quality and potential in performance and productivity, emotional intelligence and a balanced performance life in the company in order to be a benchmark for success at work, and also have the power to compete with others in improving work. One person's career with another is not the same, there is a slow career path but some are fast. This statement is supported by research from Gattiker and Larwood in Poon (2020) regarding career success revealing several factors of individual differences that can affect career success, including demographic factors, nature of placement, motivation, influence of political behavior, theoretical ability, education, and tenure job title. Career commitment is a person's belief and acceptance of the value of the job he has chosen and the desire to stay at his job. Someone who has a high career commitment will have a positive impact on his performance which in turn can support career success for him. Several studies have shown the importance of career commitment to one's career (Carson and Bedeian, 2020). This study took the object of nurses at Hermina Hospital, Padang City, West Sumatra. In this study, the researcher refers to research (Damayanti Nur Kirana Yahya & Tan, n.d.) which states that the factors of career commitment are work values, emotional intelligence and work environment. In addition to this research, Work-Life Balance is also included in the factors of Career Commitment (Wardhani and Sumaryono, 2019). Work value that can be realized will make workers motivated to work and feel satisfied with their work, so that work value becomes a benchmark for workers' career commitment. According to previous research, research related to work value as a

factor influencing career commitment in Indonesia is still very limited and even rare (Ingarianti, 2017). In addition to work values, emotional intelligence is also a factor in career commitment. Emotional Intelligence can be used by a person to control emotions in resolving various work demands or conflicts, so that when this can be overcome it will increase work productivity, satisfaction and happiness in his career. Therefore, emotional intelligence becomes a benchmark of career commitment. Previous research conducted by (Racmelya & Suryani, 2018) said that emotional intelligence affects career commitment. Another factor of work value and emotional intelligence is work-life balance. Work-life balance is defined as the way a person balances work life which includes work, career, ambition, target achievement and personal life which includes family, leisure, personal pleasure so that life will be lived comfortably (Monika & Kaur, 2017; Amin & Malik , 2017).

Based on the description above, the objectives of this study are (1) to determine the effect of work value on the career commitment of nurses at Hermina Padang Hospital (2) to determine the effect of Emotional Intelligence on the career commitment of nurses at Hermina Padang Hospital (3) to determine the effect of Work-Life Balance on the career commitment of nurses at Hermina Padang Hospital.

LITERATUR REVIEW

Career Commitment

Career commitment is a person's attachment to his commitment to a career choice which is characterized by developments in achieving personal career goals and involvement in those career goals, where someone who has high career goals will persist in pursuing a career even though there are challenges (Fu & Chen, 2015). According to (Ingarianti, 2017). Career commitment is an attitude of a person or individual in achieving the desired career goals. According to Wesarat et al., (2014) career commitment is an important concept for employees considering it is useful for aligning employee careers with changing conditions that occur within the company. Kadji-Beltran, Zachariou and Stevenson (2012) show career commitment as an individual who identifies and engages in the chosen job and characterizes development and engagement for career goals. A person who is committed to his career tends to put more effort into achieving his career goals.

Work Value

Work value is an expression of the needs that individuals and individuals want to achieve financially and in their profession (Kuron et al., 2015). Work value is the main construct in determining career choice (Jin & Rounds, 2012). Among other things, a sense of security and financial security is an important element for most employees when it comes to work value. In working life, these values continue to influence career development and individual career choices (Choi & Kim, 2013). Indeed, work values have a major influence on career choice because they determine significant factors that employees consider when making one or more career decisions.

Emotional Intelligence

Emotional intelligence can be used by a person to control emotions in resolving various work demands or conflicts, so that when this can be overcome it will increase work productivity, satisfaction and happiness in his career. Therefore, emotional intelligence becomes a benchmark of career commitment. (Spano-Szekely *et al.*, 2016) defines emotional intelligence (EI) as the ability to recognize one's own and other's emotions, distinguish different emotions, and use emotional information appropriately to guide one's thinking and behavior. Emotional intelligence is very important in multigenerational workplaces because employees with emotional intelligence can control their emotions while resolving work conflicts and meeting job demands. This creates a

mutually beneficial relationship between workers and employers which ultimately increases employee productivity, job satisfaction, happiness, career commitment, and leadership skills in an organization (Njoroge & Yazdanifard, 2014).

Work-Life Balance

According to Saina et al (2016) work-life balance is a balance between personal life and duties as a human being who has two roles, namely as a human in personal life and life in the world of work. According to Nafiudin (2015), if a person cannot regulate his work-life balance (Work-Life Balance) between work and personal life, it can be indicated that someone will choose to stop working, if an employee's work-life balance is not achieved it can cause stress work.
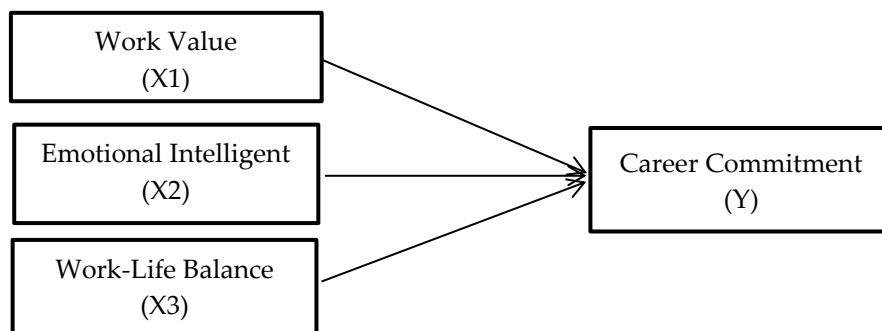
Conceptual Framework

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┌─────────────────────┐
│   Work Value        │
│   (X1)              │
└─────────────────────┘
                          \
┌─────────────────────┐    ┌─────────────────────┐
│ Emotional Intelligent│──→ │  Career Commitment  │
│   (X2)              │    │   (Y)               │
└─────────────────────┘    └─────────────────────┘
                          /
┌─────────────────────┐
│  Work-Life Balance  │
│   (X3)              │
└─────────────────────┘
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Figure 1. Conceptual Framework

Hypothesis

H1:   Work Value has a positive and significant effect on Career Commitment to nurses at Hermina Hospital, Padang City

H2:   Emotional Intelligence has a positive and significant effect on Career Commitment to nurses at Hermina Hospital, Padang City

H3:   Work-life balance has a positive and significant effect on Career Commitment to nurses at Hermina Hospital, Padang City

H4:   Work Values, Emotional Intelligence, and Work-Life Balance have a positive and significant effect on Career Commitment to nurses at Hermina Hospital, Padang City.

METHOD

The research design is classified as causative research that explains the relationship or influence between variables. Population refers to the entire group of people, events or things of interest that the researcher investigates (Sekaran, 2006). The population of this study were all nurses at Hermina Hospital, Padang City, with 80 employees. Meanwhile, for sampling, the writer uses the Total Sampling technique, which is all of the total population being sampled. Data collection in this study used a questionnaire with a Likert scale, then analyzed using SPSS 25.

RESULT AND DISCUSSION

Respondent Description

The characteristics of the respondents used in this study were based on gender, age, educational background and years of service. The results of the characteristics of respondents based on gender are

70 people or 87.5% are female respondents. The remaining 10 people or 12.5% were male respondents. This explains that based on gender, the Hermina Hospital in Padang City is dominated by female nurses.

Respondents for the characteristics based on the age of the largest respondents are those aged 25-30 years as many as 53 people with a percentage of 66.25%. The lowest proportion is respondents aged <25 years with a percentage of 0%. Therefore, respondents with an age range of 25-30 years are the majority of the age range of nurses at Hermina Hospital, Padang City, which is 66.25%.

The results of the characteristics of respondents based on educational background are dominated by employees with a bachelor's degree as many as 40 people or 47.5%. This proves that nurses at Hermina Hospital in Padang City are dominated by nurses with a bachelor's (S1) educational background. The results of the characteristics of respondents based on years of service are known that the most respondents are with a work period of 1-5 years, namely 72 respondents or around 90%. So it can be concluded that in this study the nurses at Hermina Hospital, Padang City based on the working period were dominated by respondents with a working period of 1-5 years.

Data Analysis

Outer Model

The outer model is used to test the value of the validity and reliability of the model.

Multiple Regression Test

Multiple regression analysis is an analysis of the relationship between one dependent variable and two or more independent variables. Multiple regression analysis was performed using the SPSS program. The results of the processed regression can be seen in the following table:

Table 15: Multiple Linear Regression Test Results

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	22.244	4.383		5.075	.000
	Work Value	.211	.084	.266	2.506	.014
	Emotional Intelligence	.137	.059	.244	2.300	.024
	Work-Life Balance	.259	.075	.325	3.443	.001

a. Dependent Variable: Career Commitment

Source: Primary Data Processed (2021)

Based on data analysis using SPSS 25, the following regression equation results are obtained:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$\hat{Y} = 22{,}244 + 0{,}211X_1 + 0{,}137X_2 + 0{,}259X_3$$

The regression equation above shows the relationship between the independent variable and the dependent variable partially, from the equation it can be concluded:

1. Constant value is 22.224, is a constant or a condition when the career commitment variable has not been influenced by the work value variable (x1), emotional intelligence variable (x2) and work-life balance variable (x3). This means that if there is no change in the variables of work value, emotional intelligence and work-life balance (the values of x1, x2 and x3 are 0) then the career commitment variable will also not change.
2. The value of the work value regression coefficient is 0.211, meaning that if the work value

variable (x1) increases by 1% assuming the emotional intelligence variable (x2), the work-life balance variable (x3) and the constant (a) is 0, then career commitment at Hermina Hospital Padang City increased by 21.1%. This shows that the work value (x1) gives a positive contribution to the career commitment of nurses at Hermina Hospital, Padang City. The better the work value, the career commitment will also increase.

3. The emotional intelligence regression coefficient value is 0.137, meaning that if the emotional intelligence variable (x2) increases by 1% with the assumption that the work value variable (x1), work-life balance variable (x3) and constant (a) is 0, then career commitment at Nurses at Hermina Hospital in Padang City increased by 13.7%. This shows that emotional intelligence (x2) makes a positive contribution to the career commitment of nurses at Hermina Hospital, Padang City. The better the emotional intelligence, the career commitment of nurses at Hermina Hospital in Padang City will also increase.

4. The value of the work-life balance regression coefficient is 0.259, meaning that if the work-life balance variable (x3) increases by 1% assuming the work value variable (x1), emotional intelligence variable (x2) and constant (a) is 0, then commitment career in nurses at Hermina Hospital Padang City increased by 25.9%. This shows that the work-life balance variable (x3) makes a positive contribution to the career commitment of the Hermina Hospital Padang City nurses, the better the work-life balance, the career commitment of the Padang City Hermina Hospital nurses will also increase.

Based on the multiple linear regression test table above, by observing the rows and columns of t and sig. can be explained as follows:

1. Effect of work value variable on career commitment (H1)

   From the results of data processing above, it is obtained that the t-count work value on career commitment is 2.506> 1.66412 at a significant 0.014 <0.05, meaning that there is a positive and significant influence between work value and career commitment. It means that the value of is greater than t table (2.506> 1.66412) then H0 is rejected and 1 is accepted. Thus, the first hypothesis which reads that there is a significant and positive influence between work value and career commitment in nurses at Hermina Hospital in Padang City is partially acceptable.

2. The Effect of Emotional Intelligence Variables on Career Commitment (H2)

   From the results of data processing above, it is obtained that the t-count of emotional intelligence on career commitment is 2.300> 1.66412 at a significant 0.024 <0.05, meaning that there is a positive and significant influence between emotional intelligence on career commitment. It means that the value of is greater than t table (2.300>1.66412) then H0 is rejected and H2 is accepted. Thus the second hypothesis which reads that there is a significant and positive influence between emotional intelligence on career commitment in nurses at Hermina Hospital, Padang City is partially acceptable.

3. Effect of Work-Life Balance Variable on Career Commitment (H3)

   From the results of data processing above, it is obtained that the t count of work-life balance on career commitment is 3.443> 1.66412 at a significant 0.001 <0.05 meaning that there is a significant positive effect between Work-Life Balance on Career Commitment. It means that the value of is greater than t table (3.443>1.66412) then H0 is rejected and 3 is accepted. So the third hypothesis which reads that there is a significant and positive influence between Work-Life Balance on Career Commitment to nurses at Hermina Hospital, Padang City is partially acceptable.

Simultaneous test results

Table 17: Simultaneous test results

ANOVA[a]

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	368.135	3	122.712	12.693	.000[b]
Residual	734.752	76	9.668		
Total	1102.888	79			

a. Dependent Variable: Career Commitment
b. Predictors: (Constant), Work-Life Balance, Emotional Intelligence, Work Value
Source: Primary Data Processed (2021)

The results of calculations using SPSS version 25, from the test results in the table above can be seen in the F *hitung* value of 12.693 with the F*tabel* value of 2.49 so that it can be seen that F*hitung* is greater than F*tabel* or 12.693> 2.49, it can be concluded that 0 rejected and 4 accepted. So it can be concluded that work value (x1), emotional intelligence (x2) and work-life balance (x3) simultaneously affect the career commitment of nurses at Hermina Hospital, Padang City.

Coefficient of Determination Test

The coefficient of determination analysis was conducted to find out how much the percentage value of the independent variable's contribution to the dependent variable was. From the calculation results obtained the value of the coefficient of determination as follows:

Table 18: Coefficient of Determination Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.578[a]	.334	.307	3.109

a. Predictors: (Constant), Work-Life Balance, Emotional Intelligence, Work Value
Source: Primary Data Processed (2021)

Based on the table above, it is known that the value of the coefficient of determination contained in the adjusted r square value is 0.334. This means that the ability of the independent variables, namely work value (x1), emotional intelligence (x2) and work-life balance (x3) in explaining the career commitment variable is 33.4%, the remaining 66.6% is explained by other variables not discussed in this paper. this research.

CONCLUSION

This study aims to analyze the effect of work values, emotional intelligence, and work-life balance on career commitment to nurses at Hermina Hospital, Padang City. Work Value has a positive and significant effect on Career Commitment to nursing employees at Herimina Hospital, Padang City. This means that nurses feel that the value of their work is able to increase the level of career commitment in nurses at work. Emotional Intelligence has a positive and significant effect on Career Commitment to nursing employees at Herimina Hospital, Padang City. This means that the nurses at Hermina Padang Hospital feel that the level of emotional intelligence they have is able to influence how the level of career commitment of the nurse at Hermina Padang Hospital is. Work-life balance has a positive and significant effect on Career Commitment to nursing employees at Herimina Hospital, Padang City. This means that the Hermina Padang Hospital nurses feel that the level of work-life balance they feel is able to have an effect on increasing the nurse's career commitment at work. Work values, emotional intelligence and work-life balance have a positive and significant effect on career commitment to nurses at Hermina Hospital Padang.

From the findings of this study, where work-life balance has the greatest influence on the level of career commitment in nurses, it is recommended for the leadership of Hermina Padang Hospital to better maintain and pay attention to the level of work-life balance of nurses. The results of the research on work value variables also have a considerable influence on nurses' career commitment, to be able to increase nurse career commitment, it is recommended for organizations to pay more attention to the level of job satisfaction of nurses so that nurses are able to increase their work value.

The level of emotional intelligence possessed by nurses can also affect the level of career commitment. Judging from the total results of respondents' achievements, the fourteenth question item received the lowest score. This indicates that the level of good cooperation between nurses has not been realized. It is hoped that further researchers will further explore this research, especially on career commitment because research on career commitment is still very limited and by using a larger sample.

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