

Work-Life Balance and Job Performance of State Auditors in Southern Luzon, Philippines

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Introduction: Work-life balance remains an ongoing concern influencing an individual's well-being and work performance. Government institutions play a vital role in fostering sustainable plans that effectively support employees in managing their professional and personal responsibilities. The study determined the extent of work-life balance and assessed the level of job performance among state auditors in Southern Luzon. It also aimed to ascertain the relationship between these variables. Ultimately, it sought to provide targeted insights for enhanced well-being and public service of state auditors.

Methodology: This study employed descriptive, comparative, and correlational research design with stratified random sampling. Adapted survey questionnaires were administered for work-life balance, while secondary data was used for job performance. The collected data were subsequently analyzed using descriptive and inferential statistical methods to identify the distribution, relationships, and significant differences between variables across various groups of respondents.

Results: Results indicate a great extent of work-life balance and an outstanding level of job performance. Significant differences in overall work-life balance, time management, stress management, and leisure management were found based on the respondent audit sector, and overall job performance, quality, and efficiency, were observed on age and length of service. No significant relationship was identified between work-life balance and job performance.

Conclusion: This study revealed that effective management of self, time, stress, and leisure activities minimizes interference between work and personal demands. Moreover, individual competencies and task-driven behaviors contribute positively to job performance. But while the level of job performance is commendable, the extent of work-life balance still has potential for improvement. This highlights the crucial role of government institutions in fostering a sustainable work-life balance and job performance development plan among state auditors.

Practical Value: The practical value of this study lies in its potential to assist government institutions in improving employee well-being and sustaining job performance. The great extent of work-life balance and outstanding level of job performance observed among state auditors suggests that individuals' ability and behaviors, and well-designed interventions, such as a structured work environment, mental health support, and continuous professional development opportunities, can further enhance the well-being and maintain professional effectiveness. This underscores the opportunity for government institutions to serve as an enabler of broader work-life balance initiatives and catalysts for high standards of job performance across the public sector.

Directions for Future Research: Future research could benefit from a larger sample size and the inclusion of state auditors from different regions to enhance generalizability. This allows a deeper analysis of differences in work-life balance and job performance across demographic groups. Comparing work environments and practices across regions could yield valuable insights. Furthermore, exploring other aspects of job performance, such as work skills and habits, may offer a more comprehensive understanding. Finally, future studies could adopt a qualitative research approach to understand the intricate aspects of work-life balance and the level of job performance that a quantitative approach may not fully capture.

Keywords: work-life balance, job performance, work-life interference model, model of job performance, descriptive-comparative-correlational, Philippines

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