

Balancing Work And Life: The Role Of Work Stress And Work-Life Balance On Employee Performance At The Pematang Siantar District Court

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Abstract

This study seeks to examine the effects of workplace stress and work-life balance on employee performance at the Pematang Siantar District Court. Elevated work stress can adversely impact employee productivity, whereas a favorable work-life balance can improve performance and job satisfaction. This research utilized a quantitative methodology, employing census sampling to incorporate all 50 employees of the Pematang Siantar District Court as participants. Data were gathered via questionnaires and examined using multiple linear regression analysis. The results indicate that work stress adversely affects employee performance, while work-life balance positively influences it. Moreover, work-life balance is the predominant element influencing employee success. These findings underscore the significance of organizational policies in mitigating work stress and facilitating a balanced work-life dynamic to cultivate a healthier and more productive workplace.

Keywords: Work stress, work-life balance, and employee performance

INTRODUCTION

Human Resource Management is a strategic methodology for overseeing personnel inside an organization to attain business objectives effectively and efficiently (Harinto, 2024). The implementation encompasses critical elements of the employee work

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cycle, including workforce planning, recruitment, selection, training, and competency development (Fadli, 2024). Moreover, performance management is essential for enabling each worker to contribute effectively to the organization's success (Chaniago, 2024). Compensation and reward systems are essential for enhancing motivation and keeping high-performing individuals (F. R. A. Lubis, Syaifuddin, Lubis, et al., 2023). Beyond its administrative role, HR prioritizes the establishment of a supportive work environment, with a primary emphasis on employee welfare (Syaifuddin, Efendi, et al., 2023). By optimizing human resource management, firms can enhance productivity, foster a pleasant work culture, and attain equilibrium between corporate interests and individual requirements (Syaifuddin et al., 2022).

Employee performance holds substantial significance for institutions as it directly influences the success and attainment of organizational objectives (Hasrul Azwar Hasibuan et al., 2022). High-performing employees enhance productivity, assure operational efficiency, and uphold the quality of services or goods offered by the organization. Consequently, institutions can function more efficiently, fulfill stakeholder expectations, and preserve the trust of customers or partners (Bhastary et al., 2024). Optimal employee performance significantly enhances the competitiveness of institutions at local, national, and worldwide levels (Faris et al., 2024). In an age of global competitiveness and swift technological advancements, institutions must adapt to change and persist in innovation to maintain relevance in the employment sector (Syaifuddin, Rezeki, et al., 2024). High-performing employees are not only important assets to organizations but also the catalysts for developing creative and adaptive methods to address existing difficulties (Astika et al., 2022). Moreover, to navigate the complexities of an evolving work environment, institutions must guarantee that employees possess abilities that are perpetually enhanced through ongoing training and development (Y. Lubis et al., 2023).

Outstanding employee performance not only signifies individual achievement but also serves as a measure of the institution's efficacy in human resource management through excellent planning, training, and development (F. R. A. Lubis, Syaifuddin, Sofiyan, et al., 2023). Organizations that offer development programs aligned with employee requirements will foster a work climate conducive to professional progress and enhance individual competency in fulfilling their duties and obligations (Y. Lubis et al., 2024). Moreover, good employee performance fosters a positive work culture, wherein each worker feels valued, has opportunities for development, and is more motivated to contribute well to the organization (F. R. A. Lubis, Nasib, et al., 2023). A positive work



culture can enhance employee collaboration, bolster organizational loyalty, and foster a more productive and harmonious work environment (Syaifuddin, Lie, et al., 2024). Conversely, inadequate management of staff performance can substantially impede the institution's capacity to attain its objectives (Syaifuddin, Yusniar, et al., 2023). Employees lacking motivation and requisite competence will result in diminished operational efficiency, less innovation, and heightened error rates in performance (Novirsari et al., 2022). Over time, subpar staff performance can adversely affect the institution's reputation, diminish stakeholder trust, and heighten the likelihood of unsuccessful implementation of organizational goals (Sari et al., 2023).

Work stress significantly influences employee performance, manifesting both positively and negatively, contingent upon the intensity of stress encountered and the employees' coping mechanisms (Marlina & Fajar Rezeki Ananda Lubis Nasib, 2023). Under specific settings, moderate stress can act as a catalyst for employees to enhance focus and productivity in task completion (Fadli & Nasib, 2020). Moderate pressure frequently motivates individuals to accelerate their work pace, enhance critical thinking, and pursue established objectives (Nasib et al., 2023). Excessive and prolonged work stress, in the absence of good coping mechanisms, adversely affects overall employee performance (Nasib, 2021). Excessive workload, excessive expectations, and environmental pressure can lead to physical and mental exhaustion, diminished focus, and heightened likelihood of errors in work (Nasib et al., 2024). Moreover, chronic stress can diminish motivation, lower job satisfaction, and perhaps result in elevated absenteeism or increased employee turnover (Tanady et al., 2024).

Elevated stress levels in the workplace can adversely affect multiple facets of employee performance, including diminished focus and reduced job motivation (Khairani, 2023). Excessive strain on employees impairs their ability to concentrate, hence elevating the probability of errors in task execution (Lu, 2021). Persistent errors not only impact individual performance but also diminish the quality of services or goods provided by the organization (Wang, 2022). Moreover, sustained stress can impede creativity and innovation, which are essential for fostering organizational growth, particularly under intensifying competition (Lee et al., 2024). Stress adversely impacts performance and has significant repercussions on employees' physical and mental well-being, including exhaustion, sleep disturbances, anxiety, and depression, which can diminish motivation and job satisfaction (Prasetya, 2021). Over time, this state may result in diminished production, heightened absenteeism, and an increased probability of employee resignations from the organization (Nasir et al., 2022). If mismanaged, this influence can



be harmful to the organization overall, affecting both work efficiency and organizational culture, as well as the institution's reputation among stakeholders (Pelealu, 2023).

Work-life balance (WLB) significantly affects employee performance, as the equilibrium between professional and personal life enhances individual well-being and productivity (Rony, 2022). Employees who effectively balance time and energy between work obligations and personal requirements generally experience less stress, improved mental health, and heightened drive in their professional endeavors (Roz, 2021). Emotionally and physically stable settings enable employees to concentrate better on tasks, enhance efficiency, and achieve superior work quality (Msuya & Kumar, 2022). Moreover, a favorable work-life balance enhances job satisfaction, fosters institutional loyalty, and fortifies interpersonal ties inside the workplace (Nassani et al., 2024).

An imbalance between professional and home life can lead to physical and emotional exhaustion, heightened stress, and diminished job satisfaction levels (Ahiabu et al., 2024). Employees overwhelmed by work without sufficient time for rest or family often suffer from burnout, adversely affecting productivity and organizational loyalty (Akbar, 2021). This state adversely affects employees individually and impedes the performance of both the team and the organization collectively. Moreover, work-life imbalance heightens the likelihood of health issues, including chronic fatigue, hypertension, and sleep disturbances (Darwin, 2021). Employees experiencing this state are more prone to heightened absenteeism, diminished engagement in work, and reduced creativity and innovation (Margaretha, 2021). If unaddressed, this mismatch may result in elevated turnover, diminished job efficiency, and a less favorable work atmosphere (Semple, 2021).

Organizations that promote work-life balance through the implementation of flexible work rules, including adjustable hours, remote work opportunities, and wellness initiatives, can foster a healthier and more supportive workplace environment (Lamprinou et al., 2021). These policies enable employees to more effectively balance work and personal life, thereby enhancing their focus and productivity (Susanto et al., 2022). When employees perceive that the organization prioritizes their well-being, their job satisfaction and loyalty will rise, leading to diminished stress levels and enhanced work engagement (Aghimien, 2022). Moreover, organizations that use effective work-life balance methods generally see elevated employee retention rates, thereby diminishing turnover and recruitment expenses (Setyanti, 2022).

The Pematang Siantar District Court falls under the jurisdiction of the Medan High Court, encompassing the entire city of Pematang Siantar, which comprises 8 subdistricts



and 53 villages. This court possesses jurisdiction over the city of Pematang Siantar and its vicinity, serving as a primary judicial institution responsible for the examination, trial, and adjudication of criminal and civil cases in compliance with relevant laws and regulations. The Pematang Siantar District Court, aided by proficient personnel, endeavors to enhance service quality to fulfill the legal requirements of the community within its jurisdiction. Therefore, it is important to understand the extent to which work stress affects employee performance in the Pematang Siantar District Court environment. Nonetheless, the practical situation in the field indicates that achieving work-life balance is frequently challenging, particularly in a high-demand work environment like the District Court. Administrative difficulties, case complexity, and pressure from stakeholders in the legal process are challenges that can upset the equilibrium between work and personal life for employees. If unaddressed, this condition can impact employee job satisfaction, motivation, and overall performance.

Extensive research has been undertaken on the impact of work stress and work-life balance on employee performance across numerous industries; however, studies in the judicial context, particularly within District Courts, remain few. Employees in this institution experience significant strain from substantial workloads, stringent deadlines, and the duties associated with managing legal cases. Prior research has predominantly examined leadership and workplace environmental elements concerning performance, whereas the simultaneous impact of work stress and work-life balance remains underexplored. This study seeks to address this gap by examining the correlation between the two variables and employee performance at the Pematang Siantar District Court, with the objective of offering recommendations for enhancing employee wellbeing and productivity.

RESEARCH METHODS

This study was carried out at the Pematang Siantar District Court, situated at Jl. Jenderal Sudirman No.15, Pematang Siantar City, North Sumatra, postal code 21117. This research utilizes a quantitative methodology. The study population comprises all workers of the Pematang Siantar District Court. We employ saturation sampling, a non-probability sampling method. Saturated sampling is utilizing the entire population as samples. This study utilized a sample of all 50 employees. The data gathering approach included a questionnaire, and the data analysis technique utilized was multiple linear regression analysis.



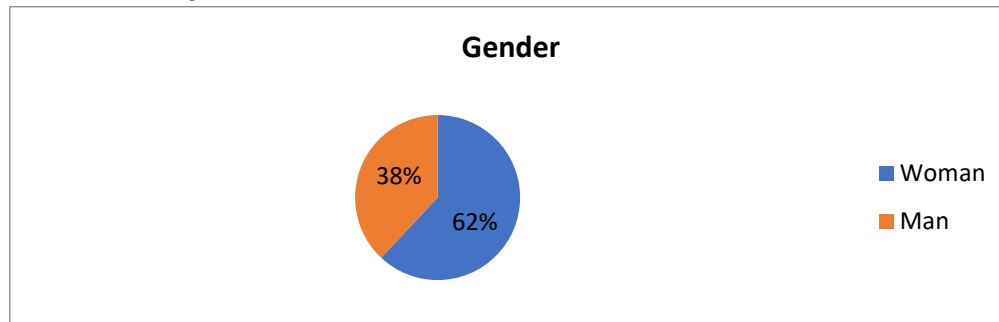
RESULTS AND DISCUSSION**Characteristics of Respondents****Figure 1 Respondent Gender**

Figure 1 illustrates that the majority of respondents in this study were female, with 31 individuals (62%), while the male respondents were 19 (38%).

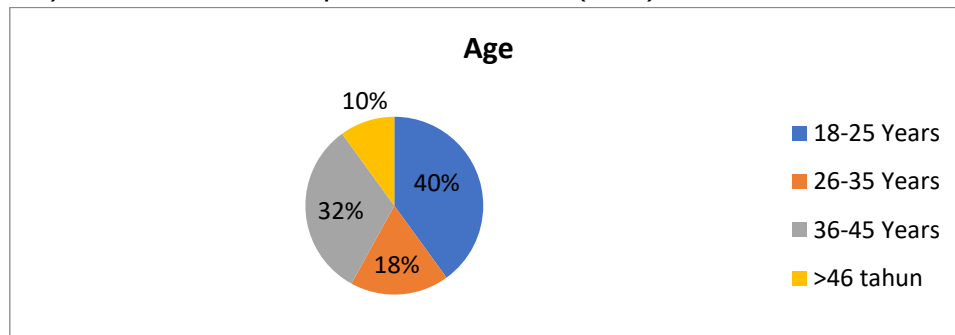
**Figure 2 Respondents' Age**

Figure 2 illustrates that the majority of respondents in this study were aged 18-25 years, comprising 20 individuals (40%); 26-35 years, totaling 9 individuals (18%); 36-45 years, amounting to 16 individuals (32%); and over 46 years, consisting of 5 individuals (10%).

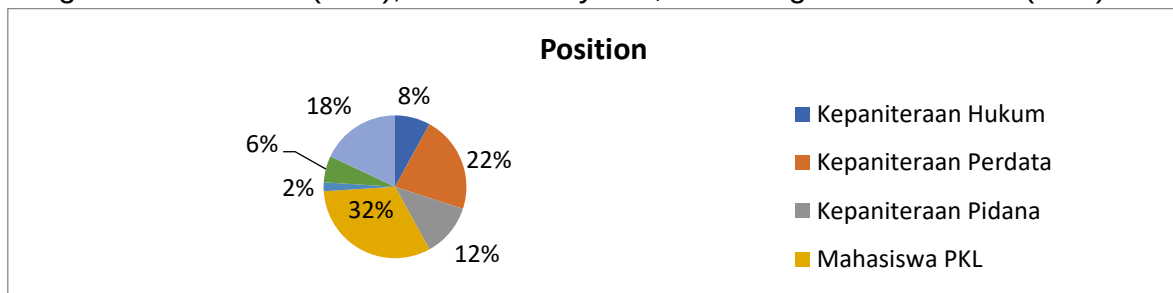
**Figure 3 Respondent Position**

Figure 3 illustrates that the majority of respondents in this study occupied the PKL Student position, comprising 16 individuals (32%), followed by the Civil Clerk position with 11 individuals (22%), the General & Finance Sub-Section with 9 individuals (18%), the Criminal Clerk position with 6 individuals (12%), the Legal Clerk position with 4 individuals (8%), and the Personnel Sub-Section with 3 individuals (6%).

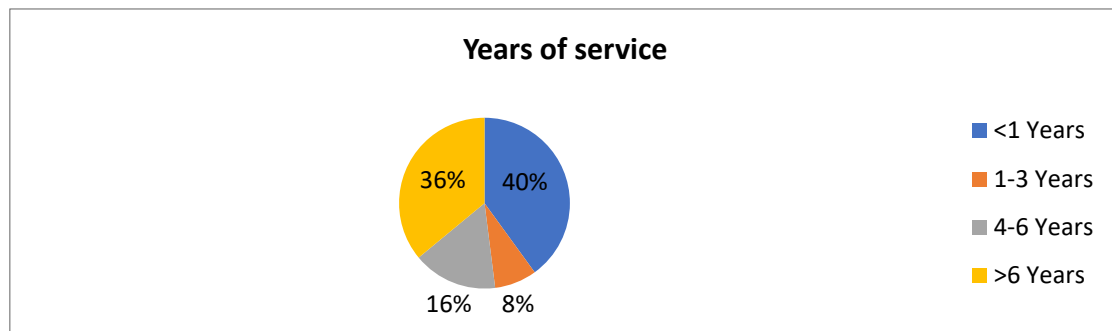


Figure 4 Respondents' Working Period

Figure 4 illustrates that the majority of respondents in this study had a work duration of less than 1 year, comprising 20 respondents (40%); a work duration of 1-3 years, consisting of 4 respondents (8%); a work duration of 4-6 years, totaling 8 respondents (16%); and a work duration exceeding 6 years, amounting to 18 respondents (36%).

Validity Test Results

Tabel 1. Validity Test Work Stress

Variable	Indicators	r Count	r Table	Description
Work stress (X1)	X1.1	0,800	0,278	Valid
	X1.2	0,813	0,278	Valid
	X1.3	0,768	0,278	Valid
	X1.4	0,792	0,278	Valid
	X1.5	0,667	0,278	Valid
	X1.6	0,711	0,278	Valid
	X1.7	0,615	0,278	Valid
	X1.8	0,709	0,278	Valid
	X1.9	0,786	0,278	Valid
	X1.10	0,849	0,278	Valid

The table indicates that all statement items of the work stress variable (X1) possess a r Count value exceeding r table (0.278), therefore confirming the validity of all statement items of the work stress variable (X1).

Table 2. Validity Test Work-Life Balance

Variabel	Indicators	r Count	r tabel	Description
<i>Work-Life Balance (X2)</i>	X2.1	0,542	0,278	Valid
	X2.2	0,553	0,278	Valid
	X2.3	0,616	0,278	Valid
	X2.4	0,709	0,278	Valid
	X2.5	0,597	0,278	Valid
	X2.6	0,690	0,278	Valid
	X2.7	0,611	0,278	Valid
	X2.8	0,575	0,278	Valid
	X2.9	0,437	0,278	Valid
	X2.10	0,555	0,278	Valid

The table indicates that all statement items of the work-life balance variable (X2) possess a r Count value exceeding r table (0.278), therefore confirming the validity of all statement items for the work-life balance variable (X2).

Table3. Validity Test Employee Performance

Variabel	Indicators	r Count	r tabel	Description
Employee performance (Y)	Y.1	0,748	0,278	Valid
	Y.2	0,759	0,278	Valid
	Y.3	0,906	0,278	Valid
	Y.4	0,869	0,278	Valid
	Y.5	0,716	0,278	Valid
	Y.6	0,730	0,278	Valid
	Y.7	0,672	0,278	Valid
	Y.8	0,606	0,278	Valid

The table indicates that all statement items of the Employee Performance (Y) variable possess a r Count greater than r table (0.278), thus confirming the validity of all statement items within the Employee Performance (Y) variable.



Reliability Test Results**Table 4. Variable Reliability Test**

Variabel	Cronbach's Alpha	Description
Work stress (X1)	0,901	Reliabel
<i>Work-Life Balance</i> (X2)	0,763	Reliabel
Employee performance (Y)	0,885	Reliabel

The reliability test results for the four research variables indicated that the Cronbach's alpha values for X1 (0.901), X2 (0.763), and Y (0.885) exceeded 0.60. This signifies that the reliability test for the three variables—work stress, work-life balance, and employee performance was deemed reliable, meeting the requisite accuracy criteria, thus permitting the utilization of all variables in this study.

Classical Assumption Test Results**Normality Test****Figure 5. P-P Plot Normality Test**

The results of the P-Plot normality test indicate that the data points form a diagonal line, which suggests that the residuals follow a normal distribution. In a normality test using a P-Plot (Probability-Probability Plot), the observed data is compared to the expected values under a normal distribution. When the data closely aligns with the diagonal reference line, it signifies that there are no significant deviations from normality, meaning that the assumption of normal distribution is met. This is crucial in statistical analysis, particularly in regression models, as many parametric tests rely on the assumption of normally distributed residuals to ensure the validity and reliability of the

results. Therefore, based on this finding, it can be concluded that the data satisfies the normality assumption, allowing for further analysis using parametric statistical methods.

Multicollinearity Test

Table 6. Multicollinearity Test

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	.920	1.087
	X2	.920	1.087

The statistical output of the multicollinearity test indicates that the tolerance values for each independent variable are as follows: Work stress (0.920) and work-life balance (0.920), both exceeding 0.01. The VIF values for work stress (1.087) and work-life balance (1.087) are both less than 10. The tolerance and VIF values for each independent variable indicate that the data in this study are devoid of multicollinearity symptoms, since these values adhere to the established criteria.

Heteroscedasticity Test

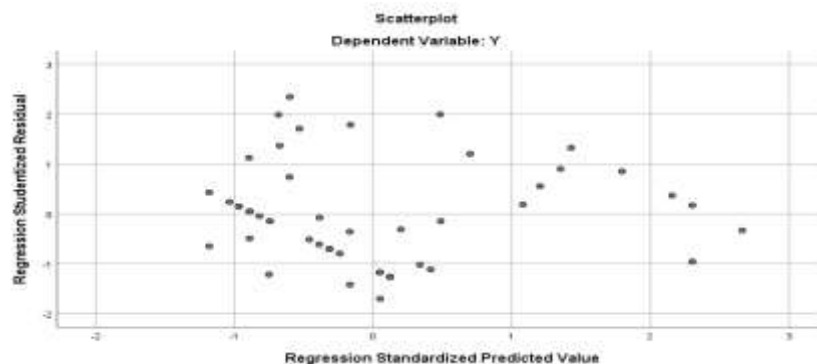


Figure 6. Scatterplot Heteroscedasticity

Based on the results of the heteroscedasticity test shown in the image above, it is evident that the distribution of points falls between the straight lines below and above the 0.0 point on both the X and Y axes. This pattern indicates that the variance of the residuals remains constant across different levels of the independent variable, confirming that there is no systematic pattern of increasing or decreasing spread. The absence of a clear funnel

shape or clustering pattern suggests that the assumption of homoscedasticity is met, meaning the data does not suffer from heteroscedasticity issues. This is an important criterion in regression analysis, as the presence of heteroscedasticity can lead to inefficient and biased estimates, affecting the reliability of hypothesis testing. Therefore, it can be concluded that the research data meets the assumption of homoscedasticity, ensuring that the regression model produces valid and unbiased results.

Multiple Linear Regression Analysis Results

Table 7. Multiple Linear Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.748	2.819		9.843	.000
	X1	-.176	.037	-.440	-4.768	.000
	X2	.355	.060	.549	5.941	.000

The constant value is positive, which is 27.728; without the work stress (X1) and work-life balance (X2) variables, employeeormance (Y) is in the good category. The beta coefficient for the Work Stress (X1) variable is -0.176. This signifies that the Work Stress (X1) variable exhibits an inverse correlation with the Employee Performance (Y) variable, indicating that an increase in Work Stress (X1) will result in a decline in Employee Performance (Y). The work-life balance (X2) variable exhibits a positive beta coefficient of 0.355. The work-life balance (X2) variable is positively correlated with employee performance (Y). An increase in the work-life balance (X2) variable will correspondingly elevate employee performance (Y).

Simultaneous Test Results (Test - F)

Table 8. F Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	291.470	2	145.735	40.242	.000b
	Residual	170.210	47	3.621		
	Total	461.680	49			



The F-test results indicate that the F calculated value (40.242) exceeds F table (3.20), and the significance level (0.000) is less than 0.05. Consequently, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_1) is accepted, signifying that work stress and work-life balance jointly influence employee performance at the Pematang Siantar District Court.

Partial Test Results (t-Test)

Table 8. Partial t Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.748	2.819		9.843	.000
	X1	-.176	.037	-.440	-4.768	.000
	X2	.355	.060	.549	5.941	.000

The computed tvalue (-4.768) exceeds the ttable (2.012), and the significance value ($0.000 < 0.05$) indicates that H_0 is rejected while H_1 is accepted, demonstrating that job stress has a statistically significant negative impact on employee performance at the Pematang Siantar District Court. The computed t-value (5.941) exceeds the t-table value of 2.012, while the significance level (0.000) is below 0.05. This indicates that H_0 is false, whereas H_2 is true. Work-life balance positively and significantly influences employee performance at the Pematang Siantar District Court. The independent variable exerting the most significant influence on employee performance is work-life balance (X2), as seen by its highest computed tvalue of 5.941 compared to the other independent variables.

Coefficient of Determination (Test - R2)

Tabel 9. Uji Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795a	.631	.616	1.903



The adjusted R square value of 0.616 indicates that the independent variables, work stress and work-life balance, account for 61.6% of the variance in employee performance, while 38.4% is attributed to other variables not examined in this study.

The Influence of Work Stress on Employee Performance

Data analysis indicates that the t_{count} value (-4.768) exceeds t_{table} (2.012) and the significance value ($0.000 < 0.05$); consequently, H_0 is rejected and H_1 is accepted, demonstrating that work stress has a negative and significant impact on employee performance at the Pematang Siantar District Court. The data suggest that heightened work stress correlates with diminished employee performance. Consequently, hypothesis 1, which posits that "Work stress adversely impacts employee performance," is substantiated.

The findings of this study align with the research (Tambunan, 2020), which characterizes stress as an individual condition shaped by environmental factors. An incongruity between the strain individuals encounter and their capacity to manage it results in stressful circumstances (Lu, 2021). Consistent with (Nasir et al., 2022), this study determined that work stress constitutes a disparity in an individual's assessment of their capacity to perform. Subsequently, (Prasetya, 2021) contended that occupational stress substantially diminishes employee performance. Ultimately, work-related stress adversely affects performance, as heightened stress levels diminish an employee's ability to excel, particularly when unclear or excessive job demands lead to exhaustion and disorientation (Lee et al., 2024).

Work-related stress profoundly affects employee satisfaction, particularly when unexpected overtime disturbs the equilibrium of work-life balance. Older employees are generally more vulnerable to the effects of work-related stress due to their comparatively inferior physical condition relative to younger employees. One symptom of work-related stress is the alteration in employee circumstances, wherein an escalation in workload without enough planning may lead to physical and mental exhaustion. Consequently, personnel perform suboptimally in their responsibilities, exhibit diminished productivity, and feel a decline in motivation. Should this circumstance persist without adequate stress management by the firm, work satisfaction levels may decline. This discontent may result in diminished loyalty, elevated absenteeism, and the likelihood of increasing staff turnover. Consequently, organizations must prioritize employee welfare by adopting more flexible rules and offering support to mitigate work-related stress.



The Influence of Work-Life Balance on Employee Performance

The hypothesis testing results for the work-life balance variable (X1) indicate that the calculated value (5.941) exceeds the t_{table} (2.012), and the significance value ($0.000 < 0.05$); consequently, H_0 is rejected and H_2 is accepted, demonstrating that work-life balance positively and significantly influences employee performance at the Pematang Siantar District Court. The results indicate that an improved work-life balance correlates with enhanced employee performance. Consequently, hypothesis 2, which posits that "Work-life balance adversely affects employee performance," is substantiated. Leaders must comprehend the management of work-life balance, both presently and in the future, as effective management of this balance ensures the efficacy of procedures and systems, hence sustaining employee performance. We must prioritize the work-life balance of staff at the Pematang Siantar District Court. A high work-life balance within the organization correlates with enhanced employee performance.

The findings of this study align with the research conducted by (Ariasari & Tjahjono, 2024), which indicated that the work-life balance variable positively and significantly influences employee performance. Comparable findings were also observed in research conducted by (Dorta-Afonso et al., 2025), indicating that work-life balance can favorably and significantly influence employee performance. Employees who attain equilibrium between their professional and personal lives generally experience elevated job satisfaction, reduced stress, and enhanced productivity (Rony, 2022). Employees can work with greater attention, efficiency, and motivation to attain organizational objectives (Ahiabu et al., 2024). Consequently, organizations that endorse work-life balance rules can foster a healthy workplace and enhance overall employee performance (Darwin, 2021).

The Influence of Work-Life Balance and Work Stress on Employee Performance

The hypothesis test findings indicate that the F Count value of 40.242 exceeds the F table value of 3.20, and the significance level is 0.000, which is less than the significance threshold of 0.05. Consequently, H_0 is rejected and H_1 is approved, indicating that job stress and work-life balance collectively exert a considerable influence on employee performance at the Pematang Siantar District Court. The findings suggest that the equilibrium between professional and personal life, together with the degree of stress encountered by employees, are critical determinants of job quality and productivity. Effective management of work-life balance enhances employee productivity, focus, and motivation. Conversely, elevated levels of work-related stress can impede performance,

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diminish job satisfaction, and heighten the risk of physical and mental exhaustion. Consequently, institutions must establish rules that mitigate work-related stress and promote employee work-life balance to enhance effectiveness and efficiency within the Pematang Siantar District Court environment.

The findings of this study align with the research conducted by (Semple, 2021), which shown that work-life balance and work-related stress concurrently exert a substantial influence on employee performance. This affirms that the equilibrium between professional and personal life, along with the degree of stress encountered, significantly influences job productivity and efficacy (Iroth et al., 2022). This study corroborates the findings of study (Susanto et al., 2022), which indicated that work-life balance and work-related stress influence employee performance. Employees who achieve equilibrium between professional and personal life generally exhibit enhanced productivity, motivation, and job satisfaction. Conversely, high occupational stress can impair performance, diminish efficiency, and elevate the likelihood of weariness and discontent (Nassani et al., 2024). Consequently, organizations must effectively manage occupational stress and establish policies that promote work-life balance to foster a healthier and more conducive work environment, thereby enhancing employee performance.

CONCLUSION

The t-test results indicate that work stress adversely and significantly impacts employee performance at the Pematang Siantar District Court. The data indicate that increased job stress among employees correlates with diminished performance in their duties. In contrast, work-life balance has been demonstrated to exert a beneficial and substantial impact on employee performance. This suggests that an optimal balance between professional and personal life correlates with enhanced employee performance. Furthermore, work-life balance is the primary determinant affecting employee performance relative to other factors.

In light of these findings, it is recommended that the Pematang Siantar District Court enhance its management of work-related stress by alleviating excessive workloads, ensuring sufficient rest periods, and implementing psychological support programs for staff. Furthermore, policies that promote work-life balance, like flexible working hours, increased planned leave, and a supportive work environment, must be instituted to enhance employee welfare and productivity. Training in stress management and productivity can serve as a strategic measure to assist employees in managing



work-related pressure while maintaining the quality of their output. Regular assessments of stress levels and work-life balance must be conducted to enable institutions to continually refine policies that promote employee welfare. Consequently, it is anticipated that employee performance will persist in improving, fostering a more conducive work atmosphere and enhancing the efficacy of institutions in delivering optimal legal services.

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