International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

The Effect Of Recovery Experience Dimensions On Work-Life Balance Among Lawyers Working In Law Firms In Bandar Lampung

Adilla Justify Nawasara[1], Lis Andriani[2]

[1,2]Department of Management, Faculty of Economics and Business, Universitas Lampung, Indonesia.

Corresponding author: nawasara3579@gmail.com, lis.andriyani@feb.unila.ac.id

Abstract

The legal profession is characterized by high job demands that may affect lawyers' Work-Life Balance. This study aims to examine the influence of the four dimensions of *Recovery Experience Psychological Detachment*, *Relaxation*, *Mastery*, *and Control on Work-Life Balance among lawyers working in law firms in Bandar Lampung. This research employed a quantitative approach using a survey method involving 158 respondents selected through purposive sampling. Data were collected using a five-point Likert scale questionnaire and analyzed using IBM SPSS Statistics version 29 through validity and reliability tests, descriptive analysis, normality test, multiple linear regression analysis, partial (t) test, and simultaneous (F) test. The results indicate that Psychological Detachment*, *Relaxation*, *Mastery, and Control have positive and significant effects* on *Work-Life Balance, both partially and simultaneously. Therefore, the findings suggest that better Recovery Experience contributes to higher Work-Life Balance among lawyers.*

***Keywords:* Recovery Experience, Psychological Detachment, Relaxation, Mastery, Control, Work-Life Balance.**

INTRODUCTION

Work-Life Balance (WLB) is a critical issue in human resource management because it relates to an individual's ability to harmoniously meet the demands of work and personal life. WLB is not only about time allocation but also encompasses

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

engagement, satisfaction, and the ability to manage various work and non-work roles (Kalliath & Brough, 2008; Casper et al., 2018). WLB is important because it is linked to job satisfaction, life satisfaction, and lower psychological stress (Haar et al., 2014).

Achieving work-life balance has become increasingly challenging due to rising job demands and the use of communication technology, which has blurred the line between work and personal life (Derks et al., 2015; Barber & Santuzzi, 2015). In Indonesia, the Microsoft Work Trend Index (2021) shows that 61% of workers feel they are working too much. Additionally, 68% of respondents in a Michael Page survey (2022) are willing to sacrifice some income or promotion opportunities to achieve better work-life balance, well-being, and happiness. These conditions can be explained by the Conservation of Resources Theory (COR), which states that individuals strive to acquire, maintain, and restore resources such as time, energy, attention, and psychological capacity (Hobfoll, 1989; Hobfoll et al., 2018). High job demands can deplete an individual's resources, thereby hindering the fulfillment of roles outside of work. Therefore, the recovery process after work becomes crucial in maintaining work-life balance.

One concept related to this process is the Recovery Experience (RE). Sonnentag and Fritz (2007) divided RE into four dimensions: Psychological Detachment, Relaxation, Mastery, and Control. These four dimensions have distinct recovery mechanisms and can contribute differently to various outcomes (Bennett et al., 2018; Headrick et al., 2023). Research on the relationship between RE and WLB has yielded inconsistent results. Yang and Jo (2022) found that Mastery and Control had a positive effect on WLB, whereas Psychological Detachment and Relaxation were not significant. Conversely, Anastasopoulou et al. (2023) found that Psychological Detachment, Mastery, and Control had a positive effect, while Relaxation had a negative effect. These differing results indicate an empirical gap regarding the contribution of each RE dimension to WLB.

Furthermore, previous studies were conducted in various occupational contexts, such as hotel workers, healthcare workers, and general workers, so the results may not necessarily apply to professions with different job demands. Lawyers are a profession characterized by time pressures, client demands, billable-hour targets, and high levels of cognitive and emotional engagement (Drew et al., 2015; Soon et al., 2023). These characteristics have the potential to deplete individual resources and hinder the achievement of work-life balance (WLB).

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

In the Indonesian context, research specifically examining the influence of Psychological Detachment, Relaxation, Mastery, and Control on WLB among lawyers at law firms in Bandar Lampung remains limited. Therefore, this study aims to analyze the influence of these four dimensions of Recovery Experience on Work-Life Balance both partially and simultaneously among lawyers working at law firms in Bandar Lampung.

LITERATURE REVIEW

Recovery Experience is a psychological process that helps individuals restore their energy and resources after facing work demands outside of working hours (Sonnentag & Fritz, 2007; Bennett et al., 2018). Recovery Experience consists of four dimensions: Psychological Detachment, Relaxation, Mastery, and Control. Psychological Detachment refers to the ability to detach one's thoughts from work; Relaxation describes a state of calm and reduced tension; Mastery relates to learning experiences and the development of competencies; and Control refers to the freedom to determine activities and the use of time outside of work. These four dimensions have distinct recovery mechanisms and thus contribute differently to an individual's well-being (Bennett et al., 2018; Headrick et al., 2023).

Work-Life Balance (WLB) is an individual's subjective assessment of the alignment between the demands of work and life outside of work. WLB is not only related to time allocation but also to an individual's ability to fulfill various roles in accordance with their needs, values, and priorities (Kalliath & Brough, 2008; Casper et al., 2018). The measurement of WLB is based on Carlson et al. (2009) and uses adapted indicators to assess an individual's ability to meet the demands of both roles, manage time, minimize role conflicts, maintain energy, and achieve satisfaction with the balance between work and personal life.

METHODOLOGY

This study employed a quantitative approach with respondents consisting of practicing attorneys working at law firms in Bandar Lampung and registered with the Bandar Lampung Chapter of the Indonesian Advocates Association (Peradi). The sample was selected using purposive sampling, with a minimum of 120 respondents. Data were collected via a five-point Likert-scale questionnaire consisting of 22 items to measure Recovery Experience (Psychological Detachment, Relaxation, Mastery, and Control) as well as Work-Life Balance. The data were analyzed using multiple linear

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

regression to test the influence of each dimension of Recovery Experience on Work-Life Balance.

DISCUSSION

Validity Test Results

Table 1. Validity Test

Variable	Item	KMO	Anti Image	Factor Loading	Description
Psychological Detachment (X1)	X1.1	0,713	0,713	0,900	Valid
	X1.2		0,681	0,904	Valid
	X1.3		0,732	0,887	Valid
	X1.4		0,736	0,847	Valid
Relaxation (X2)	X2.1	0,534	0,581	0,696	Valid
	X2.2		0,510	0,757	Valid
	X2.3		0,541	0,814	Valid
	X2.4		0,511	0,648	Valid
Mastery (X3)	X3.1	0,800	0,725	0,947	Valid
	X3.2		0,869	0,862	Valid
	X3.3		0,753	0,917	Valid
	X3.4		0,917	0,865	Valid
Control (X4)	X4.1	0,825	0,854	0,843	Valid
	X4.2		0,817	0,872	Valid
	X4.3		0,781	0,916	Valid
	X4.4		0,862	0,877	Valid
Work-Life Balance (Y)	Y1	0,722	0,638	0,660	Valid
	Y2		0,742	0,693	Valid
	Y3		0,768	0,759	Valid
	Y4		0,799	0,608	Valid
	Y5		0,781	0,580	Valid
	Y6		0,648	0,690	Valid

Source: Data compiled by the researcher (2025)

Based on Table 1, all research variables met the validity criteria. The KMO values for Psychological Detachment, Relaxation, Mastery, Control, and Work-Life Balance

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

were 0.713, 0.534, 0.800, 0.825, and 0.722, respectively, all of which were greater than 0.50. The Anti-Image value is also above 0.50, while the factor loadings for all items range from 0.580 to 0.947 and meet the minimum threshold of 0.50. Thus, all items in the five variables are deemed valid and suitable for further analysis.

Reliability Test

Table 2. Reliability Test

Variable	Item	Cronbach Alpha	Description
Psychological Detachment (X1)	X1.1	0.907	Reliable
	X1.2		Reliable
	X1.3		Reliable
	X1.4		Reliable
Relaxation (X2)	X2.1	0.705	Reliable
	X2.2		Reliable
	X2.3		Reliable
	X2.4		Reliable
Mastery (X3)	X3.1	0.919	Reliable
	X3.2		Reliable
	X3.3		Reliable
	X3.4		Reliable
Control (X4)	X4.1	0.898	Reliable
	X4.2		Reliable
	X4.3		Reliable
	X4.4		Reliable
Work-Life Balance (Y)	Y1	0.770	Reliable
	Y2		Reliable
	Y3		Reliable
	Y4		Reliable
	Y5		Reliable
	Y6		Reliable

Source: Data compiled by the researcher (2025)

Based on Table 2, all research variables had Cronbach's Alpha values above 0.70: Psychological Detachment at 0.907, Relaxation at 0.705, Mastery at 0.919, Control

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

at 0.898, and Work-Life Balance at 0.770. These results indicate that all items within each variable exhibit good internal consistency and meet the criteria for reliability.

Normality Test

Table 3. Results of the Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		158
Normal Parameters[a,b]	Mean	0.0000000
	Std. Deviation	3.58806429
Most Extreme Differences	Absolute	0.069
	Positive	0.069
	Negative	-0.063
Test Statistic		0.069
Asymp. Sig. (2-tailed)		.062[c]

Source: Data compiled by the researcher (2025)

Based on Table 3, the results of the one-sample Kolmogorov-Smirnov test show an Asymp. Sig. (2-tailed) value of 0.062 > 0.05. Thus, the study's residuals are normally distributed and the assumption of normality has been met, so the data are suitable for multiple linear regression analysis.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

Multiple Linear Regression Test

Table 4. Multiple Linear Regression Analysis

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	2.270	1.607		1.412	.160
	X1	.200	.079	.187	2.532	.012
	X2	.292	.094	.207	3.105	.002
	X3	.289	.098	.238	2.961	.004
	X4	.285	.097	.238	2.949	.004
a. Dependent Variable: Y						

Source: Data compiled by the researcher (2025)

Based on the results of the analysis in Table 4, the following regression equation was obtained:

$$Y = 2{,}270 + 0{,}200X1 + 0{,}292X2 + 0{,}289X3 + 0{,}285X4 + e$$

A constant value of 2.270 indicates that Work-Life Balance remains at 2.270 when all independent variables are zero. All regression coefficients are positive: Psychological Detachment at 0.200, Relaxation at 0.292, Mastery at 0.289, and Control at 0.285. This suggests that an increase in each dimension of the Recovery Experience tends to improve Work-Life Balance, assuming all other variables remain constant.

Partial Test / T-Test

Table 5. Partial Test / T-Test

Variable	Coefficient (B)	t-value	Sig.	Description
Psychological Detachment (X1)	0,200	2,532	0,012	Significant
Relaxation (X2)	0,292	3,105	0,002	Significant
Mastery (X3)	0,289	2,961	0,004	Significant

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

Control (X4)	0,285	2,949	0,004	Significant

Source: Data compiled by the researcher (2025)

Based on the results of the t-test in Table 5, all dimensions of Recovery Experience have a positive and significant effect on Work-Life Balance. Psychological Detachment has a coefficient of 0.200 with a p-value of 0.012, Relaxation has a coefficient of 0.292 with a p-value of 0.002, Mastery has a coefficient of 0.289 with a p-value of 0.004, and Control has a coefficient of 0.285 with a p-value of 0.004. All significance values are less than 0.05, so H_1, H_2, H_3, and H_4 are accepted. Thus, the better a lawyer's ability to detach from work, rest, develop themselves, and manage their free time, the higher their work-life balance at law firms in the Bandar Lampung region.

1. **The Effect of *Psychological Detachment* on Work-Life Balance**

   The results of the partial tests indicate that Psychological Detachment has a positive and significant effect on Work-Life Balance, with a significance value of 0.012 (< 0.05), thus accepting H_1. This means that the better a lawyer's ability to psychologically detach from work outside of working hours, the better their Work-Life Balance. According to Sonnentag and Fritz (2007), Psychological Detachment is one of the dimensions of the Recovery Experience that plays a role in psychological recovery after work. The ability to detach from work can reduce stress and fatigue and provide an opportunity to recharge before returning to work activities. These findings align with those of Huang and Tsai (2024), who demonstrated that Psychological Detachment positively contributes to work-life balance by establishing clearer boundaries between work and personal life. In the context of lawyers who face work-related pressure, significant responsibilities, complex cases, and communication with clients outside of working hours, the ability to stop constantly thinking about work becomes crucial. Thus, the more lawyers are able to limit their psychological engagement with work after hours, the greater their opportunities to rest, engage in personal activities, and maintain a balance between the demands of work and their personal lives.

2. **The Effect of Relaxation on Work-Life Balance**

   The results of the partial tests showed that Relaxation has a positive and significant effect on Work-Life Balance with a significance value of 0.002 (< 0.05), thus H_2 is accepted. This finding indicates that the better a lawyer's ability to engage in relaxation activities outside of work hours, the higher their Work-Life

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

Balance. Relaxation, as one dimension of the Recovery Experience, enables individuals to reduce psychological tension and restore energy after facing work demands (Sonnentag & Fritz, 2007). This condition helps individuals manage stress and allocate time and energy more evenly between work and personal life. These findings are consistent with those of Trougakos et al. (2014), who showed that relaxation activities after work can improve an individual's psychological well-being and life satisfaction. In the context of the legal profession, relaxation activities are becoming increasingly important because legal work demands a high level of concentration, carries significant responsibility, and involves pressure to resolve cases and serve clients. Using time outside of work to rest, exercise, pursue hobbies, or engage in activities with family can help lawyers restore their physical and psychological well-being. Thus, relaxation not only serves as a restorative activity after work but also acts as a mechanism that supports the creation of a balance between professional demands and the personal lives of lawyers at law firms in the Bandar Lampung area.

3. The Effect of Mastery on Work-Life Balance

The results of the partial tests indicate that Mastery has a positive and significant effect on Work-Life Balance with a significance value of 0.004 (< 0.05), thus accepting H_3. This means that the more lawyers engage in self-development activities outside of work, the better their Work-Life Balance. According to Sonnentag and Fritz (2007), Mastery through challenging activities that provide new experiences can enhance an individual's competence, self-confidence, and psychological resources. This finding aligns with Sonnentag (2018), who explains that self-development activities can boost self-efficacy in coping with life's demands. In the context of lawyers, activities such as sports, hobbies, training, or social activities can reduce burnout and help restore psychological resources, thereby enabling lawyers to better balance the demands of work and personal life.

4. **The Effect of Control on Work-Life Balance**

The results of the partial tests indicate that Control has a positive and significant effect on Work-Life Balance with a significance value of 0.004 (< 0.05), thus H_4 is accepted. This means that the greater a lawyer's ability to control the use of their free time and determine their personal activities, the better their Work-Life

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

Balance. According to Sonnentag and Fritz (2007), Control provides individuals with the freedom to determine activities outside of work according to their needs and preferences, thereby supporting the process of physical and psychological recovery. This finding is consistent with Fritz et al. (2010), who demonstrated that control over leisure time can enhance autonomy and psychological well-being. In the context of lawyers, who face flexible work demands, case deadlines, and client needs, the ability to manage both work and personal time is crucial to prevent work from dominating their personal lives. Thus, the greater a lawyer's control over their free time, the greater their ability to maintain a balance between work demands and personal life.

Results of the Simultaneous Test (F-Test)

Table 6. Results of the Simultaneous Test (F-Test)

Sources of Variation	F value	Sig.	Description
Regresi	**29,509**	**0,000**	Significant

Source: Data compiled by the researcher (2025)

Based on the results of the F-test in Table 6, the calculated F-value was 29.509 with a significance level of 0.000 (< 0.05). These results indicate that Psychological Detachment, Relaxation, Mastery, and Control simultaneously have a significant effect on work-life balance among attorneys at law firms in the Bandar Lampung area. Thus, the regression model used is appropriate for explaining the relationship between Recovery Experience and work-life balance.

CONCLUSION

Overall, this study shows that Psychological Detachment, Relaxation, Mastery, and Control have a positive and significant effect on the work-life balance of attorneys at law firms in the Bandar Lampung area. These findings confirm that restorative experiences outside of work are an important aspect in helping attorneys manage the demands of their professional and personal lives in a balanced way. Therefore, lawyers need to optimize their restorative activities, while law firms need to create a work environment that supports the healthy use of time outside of work. Given that 56.5% of the variation in work-life balance is still explained by factors outside the model, future research may consider additional variables and a more diverse research context to gain a more comprehensive understanding.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

REFERENCES

Anastasopoulou, A., Vraimaki, E., & Trivellas, P. (2023). Recovery for Resilience: The Mediating Role of Work–Life Balance on the Quality of Life of Women Employees. Sustainability, 15(17), 12877. https://doi.org/10.3390/su151712877

Barber, L. K., Conlin, A. L., & Santuzzi, A. M. (2019). Workplace telepressure and work–life balance outcomes: The role of work recovery experiences. Stress and Health, 35(3), 350–362. https://doi.org/10.1002/smi.2864

Carlson, D. S., Grzywacz, J. G., & Zivnuska, S. (2009). Is work—Family balance more than conflict and enrichment? Human Relations, 62(10), 1459–1486. https://doi.org/10.1177/0018726709336500

Ejlertsson, L., Heijbel, B., Ejlertsson, G., & Andersson, I. (2018). Recovery, work-life balance and work experiences important to self-rated health: A questionnaire study on salutogenic work factors among Swedish primary health care employees. Work, 59(1), 155–163. https://doi.org/10.3233/WOR-172659

Headrick, L., Newman, D. A., Park, Y. A., & Liang, Y. (2023). Recovery Experiences for Work and Health Outcomes: A Meta-Analysis and Recovery-Engagement-Exhaustion Model. Journal of Business and Psychology, 38(4), 821–864. https://doi.org/10.1007/s10869-022-09821-3

Huang, L., & Tsai, H. (2024). The effects of recovery experiences on hotel employees' subjective well-being, organizational citizenship behavior, and task performance. International Journal of Hospitality Management, 121, 103798. https://doi.org/10.1016/j.ijhm.2024.103798

Lee, K.-H., Choo, S.-W., & Hyun, S. S. (2016). Effects of recovery experiences on hotel employees' subjective well-being. International Journal of Hospitality Management, 52, 1–12. https://doi.org/10.1016/j.ijhm.2015.04.002

Molino, M., Cortese, C. G., Bakker, A. B., & Ghislieri, C. (2015). Do recovery experiences moderate the relationship between workload and work-family conflict? Career Development International, 20(7), 686–702. https://doi.org/10.1108/CDI-01-2015-0011

Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire: Development and validation of a measure for assessing recuperation and unwinding from work. Journal of Occupational Health Psychology, 12(3), 204–221. https://doi.org/10.1037/1076-8998.12.3.204

Yang, X., & Jo, W. (2022). Roles of work-life balance and trait mindfulness between recovery experiences and employee subjective well-being: A moderated

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

mediation model. Journal of Hospitality and Tourism Management, 52, 459–468. https://doi.org/10.1016/j.jhtm.2022.08.005

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.