

## The Effect of Work-Life Balance and Job Insecurity on the Work Stress of Female Contract Workers in the Packing Section at One of the Garment Factories in Cimahi City

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### ABSTRACT

This study aims to find out how respondents respond to work-life balance, job insecurity and labor stress both partially and simultaneously, at one of the garment factories in Cimahi City. Using a quantitative approach, a sample of 66 people was selected from a total population of 193 workers using probability sampling techniques, then analyzed descriptively and associatively through SPSS version 25. The study's findings indicate that work-life balance has a negative effect on work stress, while job insecurity has a positive effect on work stress. Simultaneously, work-life balance and job insecurity affect workers' work stress. The conclusion of the research highlights that work-life balance and job insecurity, both individually and together, substantially contribute to increasing the work stress of female workers in the packing section at one of the Garment Factories in Cimahi City.

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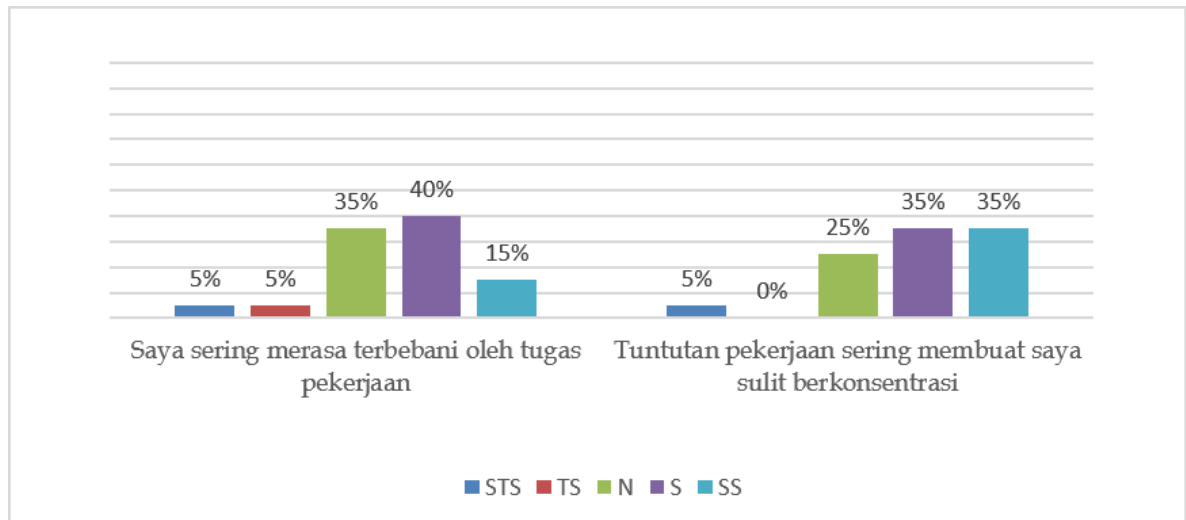
## INTRODUCTION

The garment industry is one of the sectors that absorbs millions of workers and is dominated by female workers in Indonesia, so that the dynamics of work in this sector have a big impact on the welfare of families and the wider community. According to figures from the Ministry of Industry, the workforce in the textile industry is still very high despite a decline; specifically, compared to 2023, the number of workers absorbed in the textile industry will shrink by 7.5% in 2024, followed by a slight decrease of 0.89% in the apparel sector, which indicates increasingly strong competition and efficiency pressures in this sector **(Darmawan, 2024)**.

Several studies on textile industry workers revealed that the majority of production workers experienced work stress at a moderate level, even a small part at a severe level, based on measurements using standard questionnaires **(Hidayat, 2024)**. Continuous work stress conditions can have an impact on workers' physical and mental health, such as fatigue, sleep disturbances, irritability, and decreased concentration, which ultimately affects the company's performance and productivity **(Anglaeni & Sarah, 2025)**.

Within human resource management literature, work stress is understood as a person's response to job demands that they feel are not balanced with their own abilities, existing resources, or support, thus causing physiological, psychological, and behavioral disorders. For female contract workers in textile factories, this imbalance can arise from a combination of high production targets, long working hours, and limited control over daily work decisions **(Tri et al., 2021)**.

Shifts in work patterns in the textile industry have created new dynamics for the psychological condition of the workforce, especially female contract workers who dominate this sector. High production pressures, heavy physical workloads, and demands to meet output targets are often significant sources of work stress. In addition, the uncertainty related to employment status and the limited time to balance domestic responsibilities with work have also worsened the psychological condition of female contract workers. To get an initial picture of the level of work stress experienced by female contract workers, pre-questionnaires were distributed to 20 respondents who worked at PT. X (Cimahi City Garment Factory) and the following results were obtained:



Sources: Pre-Survey Questionnaire at One of the Garment Factories in Cimahi City, Data Reprocessed, January 2026

**Figure 1. Respondents' Responses Regarding the Work Stress of Female Contract Workers in the Packing Section at One of the Garment Factories in Cimahi City**

Based on the results of the pre-survey presented in figure 1.1, it is known that more than half of the respondents as many as 55% agreed and strongly agreed that they often feel burdened by the work tasks given, and as many as 70% answered yes and strongly agreed that the demands of the job often cause difficulty in concentrating during work. This condition shows an indication of work stress among female contract workers in the textile industry of PT. X (Cimahi City Garment Factory). These pre-survey findings show that workloads and job demands that exceed an individual's optimal capacity can affect the psychological state of workers, particularly in terms of concentration, emotion, and mental well-being. Therefore, this phenomenon needs to be followed up through major research conducted with more comprehensive measurements to get a deeper picture of the level of work stress and the factors that can affect it in the group of female contract workers in the industrial environment.

**Work-life balance** This includes key issues that affect work stress, especially for female workers who have considerable domestic responsibilities outside of working hours. When workers struggle to balance work and family roles, they tend to experience higher emotional fatigue and stress, which in turn decreases the quality of work life and job satisfaction (Sari et al., 2024).

Key factors that can affect the level of work stress of workers include Work-life balance. According to research on workers outsourcing Derive a relationship to the variable work-life balance and negative work stress, meaning that if the better the balance between work and personal affairs that individuals have, then the work stress felt will be at a low level. Conversely, if there is no balance between the demands of work and personal affairs, it can trigger role conflicts that lead to increased work stress. This condition generally occurs in individuals who cannot divide their time and energy proportionally for their work and personal life. In addition, a number of dimensions work-life balance,

such as work that interferes with personal life, has been shown to have a significant influence on increasing work stress because it creates psychological tension. Thus, the application of work-life balance Good is one of the important efforts in reducing the level of work stress in workers (**Ramdhan & Fajrianthi, 2021**).

In addition to the problems work-life balance , job insecurity It is also included in one of the prominent sources of stress in the textile industry sector, especially when there is a decrease in orders or company restructuring. Job insecurity refers to the perception of workers that the continuity of their work or important aspects of their work (such as working hours, income, or work status) are threatened, while they feel powerless to control the conditions (**Darmawan, 2024**).

Theoretically and empirically, job insecurity It is positively related to work stress, so the higher the job insecurity of workers, it will increase the level of stress experienced by workers. Research on workers *outsourcing* in Indonesia found that simultaneously work-life balance and job insecurity affects work stress, although it is partially affected job insecurity does not always appear strong in every dimension tested (**Ramdhan et al, 2021**).

Job insecurity This includes factors that have an influence on the level of work stress of workers, especially in unstable working conditions such as during the pandemic. Job insecurity reflects workers' feelings of insecurity, anxiety, and uncertainty about the sustainability of their work, so that it can trigger psychological pressure. The results of a study conducted on workers at the libera Hotel Seminyak, show that job insecurity has a positive influence on work stress, meaning that the higher the level of job insecurity felt by workers, the higher the level of work stress felt. This is due to concerns about job loss, changes in work status, and unclear career futures that make workers feel pressured in carrying out their duties. Thus, job insecurity Including important factors that need to be considered by organizations because they can significantly increase labor stress (**Prawira et al., 2023**).

However, theoretically and empirically there is still a gap, because the majority of previous research has focused more on the context of service companies, offices, or other industries, and not many have specifically investigated the interplay between work-life balance and job insecurity to work stress in female contract workers in the packing division in garment factories. In addition, the findings of previous studies have also shown mixed results, for example the presence of simultaneous but not always partially consistent significant effects, so further testing is still needed in different work contexts and characteristics.

This research seeks to examine the impact of work-life balance and job insecurity on work stress, partially and simultaneously, on female contract workers in the packing section at one of the garment factories in Cimahi city.

## THEORETICAL REVIEW

### *Work-Life Balance*

According to **De Ciere et al (2005:91)**, From a staff point of view, work-life balance involves maintaining an equilibrium between occupational demands

and domestic responsibilities, while according to **McShane & Glinow (2010:22)**, work-life balance is a skill in balancing personal needs and work obligations. According to **Hasibuan (2015:118)**, Work-life balance is a condition when workers must prioritize the balance between professional responsibilities and personal life to sustain a healthy quality of life. Job requirements and personal commitments must go hand in hand in harmony so that workers can enjoy a balanced quality of life, both in the environment where they work and with their families. According to **McDonald et al. (2023)**, time balance, involvement balance, and satisfaction balance are dimensions for measuring work-life balance. These dimensions serve as sub-variables.

### *Job Insecurity*

According to **Asfaw & Chang (2019)**, job insecurity is a perception of workers' uncertainty about the sustainability of their work and is seen as an undesirable condition, because it causes a sense of threat of job loss. According to **Grenhalgh & Rosenblatt in Iskandar et al (2018:2)**, job insecurity describes a condition when an employee feels unable to maintain the continuity of his position in the midst of the threat of the world of work, thus triggering anxiety about the potential for total job loss. According to **Wibowo (2014:289)**, job insecurity is a condition in which workers feel threatened to various aspects of their work and feel insecure about the future of their work. This feeling of insecurity is not only limited to the threat of physical job loss (layoff), but also includes the threat of losing a valuable dimension of work for the individual, such as a reduction in position, a reduction in salary, or the loss of career promotion prospects. According to **Grenhalgh & Rosenblatt (1984)**, the indicator to measure job insecurity is the importance of work for each individual, then the level of threat that workers feel to aspects of work, the level of threat to a person's overall job, and helplessness. Some of these indicators function as sub-variables.

### *Work Stress*

According to **Mangkunegara (2017:157)**, the depressed condition in workers due to the workload is known as work stress. Indications of this phenomenon can be seen through various symptoms, such as emotional instability, anxiety, self-isolation, insomnia, excessive cigarette consumption, physical tension, anxiety, hypertension, and digestive problems. According to **Hasibuan (2020:204)**, Stress in the world of work can trigger work stress, which is a tense state that has an impact on the emotional aspects, mindset, and general behavior of an employee when carrying out his duties. This tension arises when there are job demands that are beyond the individual's ability. Work stress can lead to decreased performance, job dissatisfaction, and health problems. Therefore, organizations need to manage work stress so that it does not have an impact on worker performance. Based on the view of **Sutrisno (2016:216)**, disruption to the physical and spiritual balance of a worker due to a tense situation is known as work stress, which has an impact on emotional dynamics, cognitive power, and self-response in the work environment. This tension generally arises when workers are faced with demands, obstacles, or opportunities in the work environment that are beyond their capabilities,

capacity, or resources. **Mangkunegara (2017:157)**, stated that there are four dimensions to measure work stress consisting of workload, work time, feedback, and responsibility. These four dimensions function as sub-variables.

*The Relationship Between Work-Life Balance Variables, Job Insecurity, and Work Stress of Female Workers in the Packing Section at One of the Garment Factories in Cimahi City*

**Gynastiar & Mangundjaya (2025)**, **(Dalvi & Giri, 2025)**, **(Ramdhan et al, 2021)**, and **(Urba and Soetjningsih, 2022)** prove that work-life balance has a negative/opposite influence on work stress. If the company fails to facilitate a balance in time, a balance in engagement, and a balance in worker satisfaction between work and personal life, it will trigger work stress in workers.

Grounded in the theory outlined, the first hypothesis posited in this research is:

H1: Work-life balance has a negative effect on the work stress of female contract workers in the Packing Section at one of the Garment Factories in Cimahi City

Next research from **Muthmainnah (2025)**, **(Prawira et al., 2023)**, **(Emilisa et al., 2025)**, and **(Ayu et al., 2025)** show job insecurity have a positive/unidirectional effect on work stress. The high anxiety of total job loss as well as uncertainty over the continuity of work features such as promotions and bonuses, significantly increases constant anxiety which ultimately triggers workers' work stress.

Grounded in the theory outlined, the second hypothesis posited in this research is:

H2: Job insecurity has a positive effect on the work stress of female contract workers in the Packing Section at one of the Garment Factories in Cimahi City

In line with these findings, **Ramdhan et al (2021)** stating that work-life balance and job insecurity simultaneously affects work stress. The findings indicate that the increasingly imbalanced work-life balance and the higher the level *job insecurity*, the higher the work stress experienced by workers.

Grounded in the theory outlined, the third hypothesis posited in this research is:

H3: Work-life balance and job insecurity affect the work stress of female contract workers in the Packing Section at one of the Garment Factories in Cimahi City

## METHODOLOGY

This study applies a quantitative approach by combining quantitative descriptive and quantitative associative methods. The respondents in this study were female contract workers in the packing section at one of the Garment Factories in Cimahi City, which amounted to 193, then after being calculated using the slovin formula, 66 samples were obtained, so the sample in this study amounted to 66 respondents. The data gathering method is carried out via questionnaire administration. Differential semantic scale is used in the data measurement method, whereas the SPSS software (version 25) is used to perform data computation. Construct validity and reliability assessments, along with classical assumption tests, are used to test data measurement instrumentation.

Multiple regression modelling, coefficient of determination, and formal hypothesis testing were employed to evaluate the research dataset.

## RESULTS

### *Respondents' Perception of Work-Life Balance Variables, Job Insecurity, and Work Stress of Female Contract Workers in the Packing Section at One of the Garment Factories in Cimahi City*

Before that, a validity and realism test must be carried out as presented below:

#### *Validity Test*

The accuracy of a research instrument is assessed through a validity test. Based on the view of **Ghozali (2021)**, the level of validity of this instrument is shown by the ability of the question items to represent the variables to be measured.

Table 1. Validity Test Results

| NO  | X1-<br>rhitung | X2-<br>Count | Y-<br>r <sub>count</sub> | rtabel | KET   |
|-----|----------------|--------------|--------------------------|--------|-------|
| 1.  | 0,829          | 0,684        | 0,717                    | 0,204  | VALID |
| 2.  | 0,812          | 0,692        | 0,737                    |        | VALID |
| 3.  | 0,769          | 0,756        | 0,745                    |        | VALID |
| 4.  | 0,742          | 0,615        | 0,727                    |        | VALID |
| 5.  | 0,766          | 0,634        | 0,686                    |        | VALID |
| 6.  | 0,799          | 0,693        | 0,695                    |        | VALID |
| 7.  |                | 0,668        | 0,651                    |        | VALID |
| 8.  |                | 0,642        | 0,825                    |        | VALID |
| 9.  |                | 0,692        |                          |        | VALID |
| 10. |                | 0,770        |                          |        | VALID |
| 11. |                | 0,715        |                          |        | VALID |

As indicated in Table 4, after executing validity testing, all survey items for the variables work-life balance (X1), job insecurity (X2), and work stress (Y) were valid, because the results that came out showed  $r_{\text{calculated}} > r_{\text{of the table}} (0.204)$ .

#### *Reliability Test*

Reliability testing basically functions to evaluate questionnaires as variable measuring instruments. As explained by **Ghozali (2021)**, questionnaires are tested to be reliable if respondents' responses to statement items remain stable and do not change when measured repeatedly.

Table 2. Reliability Test Results

| L | VARIABE | CRONBACH'S ALPHA | CONDITION | REMARK   |
|---|---------|------------------|-----------|----------|
|   | X1      | 0,877            | 0,6       | Reliabel |
|   | X2      | 0,888            |           | Reliabel |
|   | Y       | 0,870            |           | Reliabel |

All variables in the table get a reliability test result of more than 0.6, then it is declared reliable.

***Respondents' Perception of Work-Life Balance of Female Contract Workers in the Packing Section at One of the Garment Factories in Cimahi City***

To find out the total average responses from the work-life balance variable, refer to Table 6 below:

| Table 3. Total Average Work-Life Balance Variable |                                                               |                    |
|---------------------------------------------------|---------------------------------------------------------------|--------------------|
| SUB VARIABEL                                      | AVERAGE<br>TOTAL                                              | CRITERIA           |
| Time balance                                      | 2,825                                                         | Fairly<br>Balanced |
| Balance of engagement                             | 2,885                                                         | Fairly<br>Balanced |
| Balance of satisfaction                           | 2,875                                                         | Fairly<br>Balanced |
| Criteria of Work-life balance Variables           | $2.825 + 2.885 + 2.875 = 8.585/3 = 2.86$<br>(Fairly Balanced) |                    |

Source; Questionnaire, Data Reprocessed, 2026

According to the descriptive analysis in table 6, the overall work-life balance variable shows an average total value of 2.86, which although included in the **Fairly Balanced criterion**, is actually in a critical position that is almost close to the unbalanced criterion. This condition indicates that workers' work-life balance is particularly vulnerable, with the time balance sub-variable being the weakest point with the lowest score, reflecting the difficulty of workers allocating leisure time outside of working hours. This vulnerability is pervasive in the shaky level of job satisfaction and mental focus of workers that are starting to be divided, so cumulatively, this critical figure becomes an alarm for organizations that even a slight increase in workload can immediately drop workers into an unbalanced condition and trigger high work stress.

***Respondents' Perception of Job Insecurity of Female Contract Workers in the Packing Section at One of the Garment Factories in Cimahi City***

To find out the total of the average responses of the job insecurity variable, you can see from table 7 below:

| Table 4. Total Average Job Insecurity Variables |                  |          |
|-------------------------------------------------|------------------|----------|
| SUB VARIABEL                                    | AVERAGE<br>TOTAL | CRITERIA |
| The importance of work for every individual     | 3,38             | Medium   |

|                                                             |                                                          |        |
|-------------------------------------------------------------|----------------------------------------------------------|--------|
| The level of threat that workers feel about aspects of work | 3,31                                                     | Medium |
| The level of threat to a person's overall job               | 3,33                                                     | Medium |
| Helplessness                                                | 3,37                                                     | Medium |
| Criteria of Job Insecurity Variables                        | $3.38 + 3.31 + 3.33 + 3.37 = 13.39/4 = 3.35$<br>(Medium) |        |

**Source; Questionnaire, Data Reprocessed, 2026**

According to the results in Table 7, the Job Insecurity variable cumulatively produced an average value of 3.35 which was categorized in the **Medium** criteria. Empirically, the amount of this value indicates that workers' perception of job insecurity is at a level that should be watched out, where the dimension of the importance of work for each individual records the highest score. The high value in this dimension reflects that the work has enormous strategic value for the survival and identity of workers, thus triggering a high sensitivity to work barriers. This is exacerbated by a high sense of helplessness and concern over the level of threat to a person's overall job, which confirms anxiety about the stability of their future career. Meanwhile, the dimension of the level of threat felt by workers regarding aspects of work received the lowest score, but remained in the medium category, which as a whole confirms that the manifestation of job insecurity that is not anticipated by management can be a strong stimulus that accelerates the increase in work stress of workers.

***Respondents' Perception of Work Stress of Female Contract Workers in the Packing Section at One of the Garment Factories in Cimahi City***

Table 5. Total Average Work Stress Variables

| SUB VARIABEL                      | AVERAGE TOTAL                                              | CRITERIA          |
|-----------------------------------|------------------------------------------------------------|-------------------|
| Workload                          | 3,15                                                       | Quite Appropriate |
| Working time                      | 3,08                                                       | Quite Appropriate |
| Feedback                          | 3,19                                                       | Pretty Clear      |
| Responsibilities                  | 3,045                                                      | Medium            |
| Criteria of Work Stress Variables | $3.15 + 3.08 + 3.19 + 3.045 = 12.465/4 = 3.12$<br>(Medium) |                   |

**Source; Questionnaire, Data Reprocessed, 2026**

Referring to the results in Table 8, the work stress variable cumulatively obtained an average value of 3.12 which placed it in the Medium criterion. Empirically, this figure shows that the psychological distress experienced by employees is at a fairly significant level and requires attention, with the feedback

dimension scoring the highest, closely followed by the workload dimension. The high value in these two dimensions indicates that the clarity of information related to performance and the demands of the volume of daily tasks are the main factors that dominate the formation of labor pressure.

***The Effect of Work-Life Balance and Job Insecurity on the Work Stress of Female Workers in the Packing Section at One of the Garment Factories in Cimahi City***

Before performing multiple linear regression tests, classical assumption testing must be done first. These assumptions include:

1. Normality Test

The results of the normality test obtained a value of  $0.200 > 0.05$  which showed that the data was distributed normally.

2. Multicollinearity Test

The results of the multicollinearity test were  $1,000 <$  which means that the data in the study was free from symptoms of multicollinearity.

3. Heteroscedasticity Test

The results of the heteroscedasticity test received a significant value of work-life balance, which was  $0.078 > 0.05$  and job insecurity of  $0.714 > 0.05$ , meaning that the data did not occur symptoms of heteroscedasticity.

***The Effect of Work-Life Balance and Job Insecurity on Partial Work Stress***

To find out the influence of work-life balance variables and job insecurity on the work stress of female workers in the Packing Section at one of the Garment Factories in Cimahi City partially, multiple linear regression analysis was carried out with reference to the value of the regression coefficient and the results of the t-test.

Table 6. Multiple Linear Regrsi Test Results

| Coefficients <sup>a</sup> |                |                             |            |                           |        |      |
|---------------------------|----------------|-----------------------------|------------|---------------------------|--------|------|
| Model                     |                | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|                           |                | B                           | Std. Error | Beta                      |        |      |
| 1                         | (Constant)     | 11.048                      | 2.174      |                           | 5.083  | .000 |
|                           | WLB            | -.291                       | .141       | -.243                     | -2.066 | .043 |
|                           | Job Insecurity | .294                        | .130       | .264                      | 2.250  | .028 |

a. Dependent Variable: Work Stress

Source: SPSS 25 Program Output Results, Reprocessed 2026

Table 6 presents the results of multiple regression tests which can then be interpreted as follows:

Influence of independent variables on dependent variables:

1. The Effect of Work-life balance Variables on the Work Stress of Female Workers in the Packing Section at One of the Garment Factories in Cimahi City

The regression coefficient of the work-life balance variable (X1) was partially negative of -0.291 with a significance value of  $0.043 < 0.05$ . Showing that there is a negative/opposite and significant influence, meaning that the more unbalanced the work-life balance, the work stress of female workers in the Packing Section at one of the Garment Factories in Cimahi City will increase. On the other hand, if the work-life balance is balanced, work stress will decrease.

2. The Effect of Job Insecurity on the Work Stress of Female Workers in the Packing Section at One of the Garment Factories in Cimahi City

The regression coefficient of the variable job insecurity (X2) was partially positive at 0.294 with a significance value of  $0.028 < 0.05$ . It shows that there is a positive/one-way and significant influence, meaning that the higher job insecurity, the work stress of female workers in the Packing Section at one of the Garment Factories in Cimahi City will increase. On the other hand, if job insecurity is low, work stress will decrease.

***The Effect of Work-Life Balance and Job Insecurity on Simultaneous Work Stress***

In order to find out the magnitude of the influence of work-life balance and job insecurity on the work stress of female workers in the Packing Section at one of the Garment Factories in Cimahi City, a determination coefficient (R Square) evaluation was executed. The empirical output derived from multiple linear regression analysis via IBM SPSS version 25 is summarized in the following Table 10:

Table 7. Determination of Variables Influence of Work-Life Balance and Job Insecurity on Labor Stress

| <b>Model Summary</b>                           |      |          |                 |   |                            |
|------------------------------------------------|------|----------|-----------------|---|----------------------------|
| Model                                          | R    | R Square | Adjusted Square | R | Std. Error of the Estimate |
| 1                                              | .360 | .130     | .102            |   | 3.42737                    |
| a                                              |      |          |                 |   |                            |
| a. Predictors: (Constant), Job Insecurity, WLB |      |          |                 |   |                            |

**Source; SPSS Data Processing Results 25, 2026**

From these results, the magnitude of the simultaneous influence of work-life balance and job insecurity on labor stress is shown by the value of the determination coefficient ( $R^2$ ) which is 0.130. This means that the variables work-life balance and job insecurity can explain the variable of labor work stress of 13.0%, including the criteria of **low but definite influence**. Meanwhile, 87.0% was also determined by various other factors beyond the scope of the variables analyzed in this study.

After the magnitude of the influence of work-life balance and job insecurity on work stress through the determination coefficient, a simultaneous test (F Test)

was then carried out. The F test aims to find out whether work-life balance and job insecurity together affect the work stress of female workers in the Packing Section at one of the Garment Factories in Cimahi City. The test results can be seen in table below:

Table 8. Results of Simultaneous Test of the Effect of Work-Life Balance and Job Insecurity on Work Stress of Female Contract Workers in the Packing Section at PT X (Garment Factory, Cimahi City)

| ANOVA                                          |            |                |    |             |       |       |
|------------------------------------------------|------------|----------------|----|-------------|-------|-------|
| Model                                          |            | Sum of Squares | df | Mean Square | F     | Sig.  |
| 1                                              | Regression | 110.433        | 2  | 55.217      | 4.701 | .013b |
|                                                | Residual   | 740.052        | 63 | 11.747      |       |       |
|                                                | Total      | 850.485        | 65 |             |       |       |
| a. Dependent Variable: Work Stress             |            |                |    |             |       |       |
| b. Predictors: (Constant), Job Insecurity, WLB |            |                |    |             |       |       |

Source: SPSS Program Output Results 25, 2026

At a 5% significance level ( $\alpha = 0.05$ ), the calculated F-value stands at 4.701, whereas the corresponding critical F-table value is 3.143. This critical value was derived from the F-distribution table using denominator degrees of freedom ( $df_2$ ) of  $n - k = 66 - 3 = 63$  and numerator degrees of freedom ( $df_1$ ) of  $k - 1 = 3 - 1 = 2$ . Consequently, the statistical calculation of the F test gives an  $F_{\text{value}}$  of  $4.701 > 3.143$  and a significance value of  $0.013 < 0.05$ . It can be concluded that  $H_a$  is accepted and  $H_0$  is rejected which means that there is an influence of work-life balance and job insecurity on the work stress of female contract workers in the packing section at one of the Garment Factories in Cimahi City.

## DISCUSSION

This study demonstrates that, on a partial basis, work-life balance has a negative/indirect effect on the work stress of female contract workers in the Packing Section at one of the Garment Factories in Cimahi City. This shows that the more imbalance between work and a worker's life, the more their work stress will increase. These findings are in line with research Gynastiar & Mangundjaya (2025), (Urba & Soetjningsih, 2022), and (Jalil et al., 2023) which was carried out on employees of the Bekasi Regency Government X Office. The results of his research prove that work-life balance has a negative effect on work stress. In addition, the results of the study suggest that work-life balance acts as a psychological shield that minimizes the level of work pressure, especially for workers with heavy duty demands or dual responsibilities inside and outside the workplace.

This study also shows that partially job insecurity has a positive/direct effect on the work stress of female contract workers in the Packing Section at one of the Garment Factories in Cimahi City. These results show that the higher the level of

fear of job loss felt by workers, the greater the work stress. This finding is in line with the research of Muthmainnah (2025), (Prawira et al., 2023), and, (Ayu et al., 2025) which conducted tests on Outsourcing employees. The results of his research prove that job insecurity has a positive/ unidirectional effect on work stress.

According to the empirical findings, work-life balance and job insecurity simultaneously affect the work stress of female contract workers in the Packing Section at one of the Garment Factories in Cimahi City. In line with research

Ramdhan et al (2021), that is done to Outsourcing employees. The results of his research prove that work-life balance and job insecurity affect employee work stress. This shows that unbalanced work-life balance and high job insecurity have an important role in the high level of work stress felt by employees.

## CONCLUSIONS AND RECOMMENDATIONS

Derived from the analysis and discussion related to the influence of work-life balance and job insecurity on the level of work stress in workers, the key concluding insights are structured as follows:

1. The respondents' responses to the work-life balance of female contract workers in the packing section at one of the Garment Factories in Cimahi City are included in the fairly balanced category.

The highest sub-variable is found in the balance of involvement and the lowest sub-variable is found in the balance of time.

2. The respondents' responses to the job insecurity of female contract workers in the packing section at one of the Garment Factories in Cimahi City are included in the medium category.

The highest sub-variable is found in the importance of work for each individual and the lowest sub-variable is found in the level of threat felt by workers regarding aspects of work.

3. The respondents' response to the work stress of female contract workers in the packing section at one of the Garment Factories in Cimahi City is included in the medium category.

The highest sub-variable is found in feedback and the lowest sub-variable is found in responsibility.

4. The effect of work-life balance and job insecurity on the work stress of female contract workers in the packing section at one of the garment factories in Cimahi City partially and simultaneously:

- a. Work-life balance has a negative effect on the work stress of female contract workers in the packing section at one of the Garment Factories in Cimahi City. The results of the study show that the worse the work-life balance experienced by workers, the higher the work stress of female contract workers in the packing section at one of the Garment Factories in Cimahi City
- b. Job insecurity has a positive effect on the work stress of female contract workers in the packing section at one of the Cimahi City Garment Factories. The results of this study show that the higher the job insecurity felt by workers, the higher the work stress of female contract workers in the packing section at one of the Garment Factories in Cimahi City

- c. Work-life balance and job insecurity affect the work stress of female contract workers in the packing section at one of the Garment Factories in Cimahi City

### **Recommendations**

Based on the results of the conclusions that have been described, the researcher will provide several suggestions as input and can be used as a consideration by the management at one of the Garment Factories in Cimahi City. Some suggestions include:

1. Of the work-life balance variables that have the lowest total average score, the time balance sub-variable is included in the fairly balanced category. Therefore, organizations should review the distribution of labor volume so that there is no overlap that forces workers to work overtime. Strict limits on working hours need to be implemented so that workers have a proportionate and fair time between completing professional responsibilities and enjoying their personal pleasures.
2. Of the job insecurity variables that have the highest total average score, the sub-variable of job importance for each individual is included in the medium category. So to mitigate the insecurity that comes from the economic dependence of this work, organizations can conduct financial planning training for workers, or provide facilities such as labor cooperatives and adequate health insurance.
3. Of the work stress variables that have the highest total average score, the feedback sub-variable is included in the category of quite clear. Therefore, organizations should implement a visual performance board or a brief evaluation at the end of each shift, then the organization can also create a form of appreciation that directly touches the psychological aspects of workers. Organizations can start with something as simple as providing daily/weekly incentives for the fastest and fastest workers and giving verbal praise openly at each shift evaluation.

### **FURTHER STUDY**

This study can be used as a reference and comparison for future research. However, in order to overcome existing limitations, subsequent researchers are encouraged to complement other independent variables that have the potential to trigger work stress, as well as to enrich the literature with cutting-edge theories to expand the scope of insights on work-life balance, job insecurity, and work stress.

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