THE INFLUENCE OF WORK-LIFE BALANCE ON PROJECT PERFORMANCE OF MEDICAL AND PARAMEDICAL PROFESSIONALS AT RSUD DR. GUNAWAN MANGUNKUSUMO WITH CO-WORKER RELATIONSHIP QUALITY AS A MODERATING ROLE

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Abstract

Work-Life Balance (WLB) has become a crucial component of juggling work and personal obligations, especially for medical professionals who have a lot on their plate. With an emphasis on the moderating function of Co-worker Relationship Quality (CwRQ), this study examines the effect of WLB on project performance among medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo. Partial Least Squares (PLS) was used to examine the quantitative data that was gathered from 147 respondents using structured questionnaires. WLB has a beneficial impact on project performance, according to the data (β=0.418, $p < 0.001$). Additionally, CwRQ enhances the association between WLB and project performance (β=0.382, $p < 0.001$) in addition to having a direct favorable impact on project performance (β=0.359, $p < 0.001$). These results highlight how crucial it is to have a healthy work-life balance and cultivate positive connections with coworkers in order to improve project success in healthcare settings.

Keywords: Work-Life Balance, Project Performance, Co-worker Relationship Quality, Healthcare Professionals

INTRODUCTION

The concept of Work-Life Balance (WLB) is becoming increasingly important in the modern world of work, especially for medical and paramedical personnel who face heavy workloads, long working hours, and high stress. This study explores how co-worker relationships moderate the impact of WLB on medical and paramedical project performance.

The study by (Mantzorou et al., 2020) showed the importance of WLB in reducing stress and burnout, leading to improved performance. Performance refers to the level of improvement of a person or group in working or achieving predetermined goals (Nabil & Waskito, 2024). (Waddell et al., 2023) added that a lack of WLB can reduce productivity and quality of life. (Li et al., 2022) found that positive relationships with coworkers increase motivation and productivity despite high pressure, while (Mishra & Venkatesan, 2023) stated that work conflict can increase stress and decrease performance. Comfortable, safe and supportive work environment conditions will make employees excited and passionate about working, in this case it can have a positive influence on their performance (Harisandi & Wajdi, 2024).

The COVID-19 pandemic has worsened work-life balance, as reported by (Mcloughlin et al., 2022), with increased workload and stress leading to burnout. (Mehta et al., 2022) emphasized that limited resources make Work-Life Balance (WLB) and supportive working relationships crucial. (Lewis, 2024) mentioned that post-pandemic, work pressure remains high, requiring organizational support, as outlined by (Alsaeed et al., 2023).

Policies supporting WLB and positive working relationships, as suggested by (Rashmi & Kataria, 2021), can improve employee well-being. However, there is a lack of understanding on the relationship of WLB with specific project performance in the healthcare sector. (Springer et al., 2023) emphasized the importance of understanding the factors that influence project performance in the healthcare context.

This study aims to examine the effect of WLB on project performance of medical personnel at Dr. Gunawan Mangunkusumo Hospital, with moderation from the quality of coworker relationships. The findings are expected to help formulate policies that support the welfare and performance of health workers, improving the overall quality of health services.

REVIEW OF LITERATURE

Work-Life Balance (WLB)

Work-Life Balance (WLB) is a concept that describes the balance between the demands of work and aspects of one's personal life. Work-life balance (WLB) is the level of balance perceived by medical and paramedical professionals between their needs in their personal lives and their work needs, which includes the ability to effectively manage time, energy, and commitment between professional and personal responsibilities .

Medical and paramedical personnel who have good Work-Life Balance (WLB) have the ability to adjust and balance their professional and personal demands in an ever-changing environment. They can respond flexibly to changes in their work responsibilities and personal lives without experiencing burnout or excessive stress (Kalliath & Brough, 2008). Work-Life Balance (WLB) can be defined as the balance between the time and energy invested by medical and paramedical personnel in their professional and personal activities. Thus, medical and paramedical personnel who have Work-Life Balance (WLB) can divide their time and energy proportionally to meet their work needs and their personal needs, so that no one aspect dominates or neglects the other (Voydanoff, 2005). In this context, Work-Life Balance (WLB) is achieved when health workers are satisfied with their work managing their professional and personal obligations, which has a positive impact on their well-being (Clark, 2000).

Project Performance

Project performance is a comprehensive evaluation of how a project is going, whether it is achieving its objectives, and how effectively and efficiently it is being implemented. In the context of medical and paramedical professionals, project performance focuses on the success of health projects, such as vaccination programs, public health campaigns, or the implementation of new health systems.

Project performance is the degree of success of medical and paraemdical professionals in achieving project goals and objectives, as measured through aspects such as efficiency, effectiveness, quality of results, timeliness, and stakeholder satisfaction in the context of health projects (Umeokafor et al., 2022). Efficiency is assessed based on the extent to which the project can be completed by minimizing resource wastage and

maximizing output (Klojcnik et al., 2018). Effectiveness measures the extent to which project goals and objectives can be achieved. It reflects the conformity of project outcomes to the needs and expectations of stakeholders, including patients, the medical team, and management (Shenhar & Dvir, 2007). Quality of outcomes refers to the project's ability to meet or exceed established quality standards (Müller & Jugdev, 2012). Stakeholder satisfaction is often a key success indicator in healthcare projects as it has a direct effect on project acceptance and sustainability (Turner & Zolin, 2012).

In the context of health, good project performance can mean improved quality of health services, cost savings, or improved overall public health.

Co-worker Relationship Quality

The quality of interactions and relationships between employees who are at the same organizational level but do not have formal authority over one another is referred to as Co-worker Relationship Quality. This relationship quality includes aspects such as trust, communication, collaboration, social support, and respect between coworkers. Quoted from research (Ahiabu et al., 2024) interactions between employees who are at the same organizational level (co-workers) but do not have formal authority over one another are indicated by the quality of coworker relationships (Irfan et al., 2023).

Effective communication between coworkers is important for task coordination, problem solving, and decision making. Good communication includes clear, timely, and open exchange of information (Suhairi et al., 2023). In both work and personal situations, social support between coworkers includes providing help, encouragement, and empathy (Liu & Aungsuroch, 2019). A comfortable work environment and social support from coworkers make a positive contribution to improving employee performance (Supomo et al., 2024). Trust is the foundation of a good relationship because it allows employees to share information, support each other, and work together more efficiently (Jawahar et al., 2019). Employees who have trust in each other are more likely to rely on each other in important tasks and share responsibilities together. Conflict resolution is the ability to resolve differences of opinion or conflicts between coworkers constructively and professionally (De Dreu & Beersma, 2005). It involves attempting to resolve issues in a way that respects the views of all parties involved and seeks mutually beneficial solutions.

Harmony is defined as the level of compatibility and familiarity that exists among coworkers, including a sense of comfort and pleasure in interacting with them, which contributes to a pleasant work atmosphere and increases productivity (Umrani et al., 2020). Cooperation is the degree of collaboration and coordination by coworkers to achieve a common goal (Mesmer-Magnus & DeChurch, 2009). It includes the ability and desire to help each other in completing tasks and responsibilities and to work together to achieve desired results.

Hypotheses Development

Work-Life Balance (WLB) improves Project Performance of medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo

Based on the literature, work-life balance allows medical and paramedical personnel to better manage stress and fatigue, thereby increasing productivity and efficiency of medical projects. This presumption is based on the assumption that medical and paramedical personnel who will be more successful and efficient in completing health initiatives if they can strike a healthy balance between their personal and professional life.

A number of significant factors from the body of available research support the assumption that Work-Life Balance (WLB) significantly and favorably affects Project Performance among medical and paramedical personnel at RSUD Dr. Gunawan Mangunkusumo. It is thought that work-life balance helps paramedical and medical workers better handle stress and burnout, which enhances the efficacy and efficiency of implementing medical projects.

Research by (Gragnano et al., 2020) emphasizes the importance of WLB in improving employee well-being and reducing stress levels, which can have a positive impact on work performance. The study conducted by (Malik et al., 2019) showed that WLB has good quality directly affects job satisfaction and productivity among health workers.

(AJIROWO et al., 2022) in their study revealed that poor WLB can reduce the quality of life and productivity of medical and paramedical workers, which indirectly affects project performance. Meanwhile, (Irfan et al., 2023) found that work-life balance has a major impact on project outcomes, with Employees with good WLB tending to be more productive and efficient in completing projects. (Müller & Jugdev, 2012) highlighted that project

performance is greatly impacted by elements like time management and output quality, all of which could be related to WLB. Further research, (Alsaeed et al., 2023) suggests that medical personnel who feel they are more likely to report higher levels of employee satisfaction if they have a strong WLB, which can improve project performance.

H1: It is suspected that Work-Life Balance (WLB) improves Project Performance of medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo.

Co-Worker Relationship Quality improves Project Performance of medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo

Co-workers can be more motivated by good relationships and support engagement, and productivity of medical and paramedical personnel, all of which result in better project performance. According to this theory, having positive connections with coworkers can boost teamwork and project execution efficiency, which will enhance project performance as a whole.

Based on a number of crucial factors from the body of current literature, Dr. Gunawan Mangunkusumo of RSUD makes the assumption that co-worker relationship quality significantly and favorably affects project performance in medical and paramedical professions. It is believed that good and supportive relationships between coworkers can increase motivation, engagement, and productivity of medical and paramedical professionals, all of which promote good project performance. Research by (Lee et al., 2019) found that the quality of relationships with coworkers contributes significantly to employee satisfaction, which can improve project performance.

The study conducted by (Mahmudah et al., 2022) found that coworker support is very important to improve performance among professionals. (Irfan et al., 2023) in their research revealed that constructive working relationships can increase productivity and efficiency in completing projects.

Meanwhile (De Dreu & Beersma, 2005) highlighted that the quality of relationships between coworkers affects conflict resolution and teamwork, which are important factors in project performance. (Müller & Jugdev, 2012) emphasized the importance of effective communication among project teams, which is closely related to the quality of coworker relationships, in influencing project performance.

Further research, (Springer et al., 2023) showed that the quality of relationships with coworkers can moderate the effect of occupational stress on productivity, which might influence the success of a project as a whole. (Alsaeed et al., 2023) added that support from coworkers enhances work happiness, which in turn may influence project performance. The study by (Li et al., 2022), discovered that colleagues who have positive and supportive relationships can provide significant emotional support, which helps medical and paraemedical personnel stay motivated and productive despite high pressure.

H2: It is suspected that Co-Worker Relationship Quality improves Project Performance of medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo.

Moderating Effect of Co-Worker Relationship Quality on the Relationship between Work-Life Balance and Project Performance

The presence of positive working connections can further support the positive effect of Work-Life Balance (WLB) on project performance. This is because supportive coworkers can reduce workloads and enhance teamwork, both of which enhance project performance.

This presupposes that the quality of connections among coworkers may either improve or reduce the effect of Work-Life Balance (WLB) on project performance. favorable relationships with coworkers may increase the favorable effects of work-life balance on project performance, whereas negative relationships may reduce these advantages.

The assumption that the association between Work-Life Balance (WLB) and Project Performance is moderated by the quality of o-worker relationships in medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo is based on several important considerations. The presence of good working relationships is believed to enhance WLB's beneficial impact on project performance, as supportive coworkers can help ease the workload and improve team collaboration (Irfan et al., 2023). High quality relationships between coworkers can increase Work-Life Balance's (WLB) beneficial implications on project performance, while poor relationships may reduce these positive effects (Springer et al., 2023).

Research by (Mahmudah et al., 2022) shows that coworker support is crucial to attaining successful WLB and improving work performance. Meanwhile, (Li et al., 2022)

found that the quality of relationships with coworkers contributes significantly about Work-Life Balance (WLB) and job happiness, which in turn can affect project performance. The study by (Müller & Jugdev, 2012) emphasized the importance of effective communication among project teams, which is closely related to the quality of coworker relationships, in influencing project performance.

(Alsaeed et al., 2023) added that support from coworkers has a favorable impact about work-life balance (WLB) and employment happiness, both of which can influence project performance. (De Dreu & Beersma, 2005) also highlighted that the quality of relationships between coworkers affects conflict resolution and teamwork, which are important factors in project performance. Nonetheless, this hypothesis still needs to be empirically tested to verify its validity in the specific context of medical and paramedical personnel at RSUD Dr. Gunawan Mangunkusumo.

H3: It is suspected that Co-worker Relationship Quality (CwRQ) strengthens the influence of Work-Life Balance (WLB) on Project Performance.

To build the framework of this research, this research framework model is made by replicating the results of previous research, this research refers to previous research (Ahiabu et al., 2024). This conceptual model explains how the various components that have been determined as significant research problems interact with each other. The research conceptual framework based on the hypothesis underlying this research will be described in this chart:

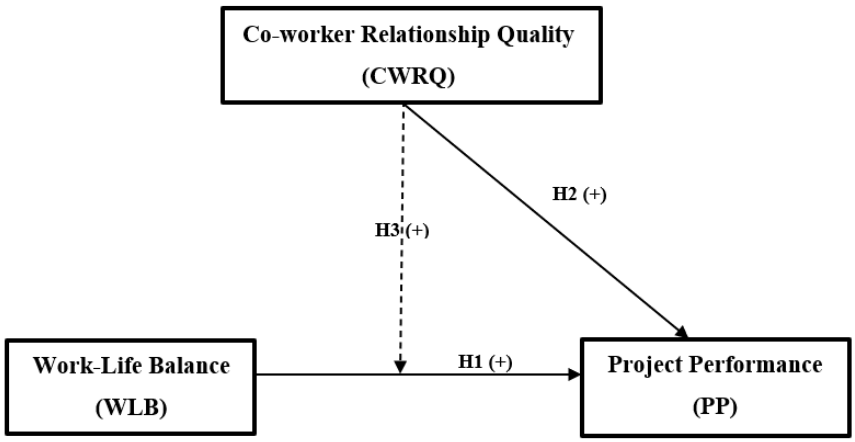

Figure 1.
Research Model
Source: (Ahiabu et al., 2024)

This study's approach focuses on the connection between project performance, coworker relationship quality, and work-life balance (WLB). The purpose of this research is to examine the direct impacts of work-life balance (WLB) and colleague relationship quality on project performance as well as the moderating role that work relationship quality plays in the relationship between WLB and project performance.

RESEARCH METHOD

This study employs a quantitative methodology. Research using quantitative methods is a type of research in which numerical data and statistical analysis are used to test hypotheses and determine how the relationship between variables fluctuates. Quantitative research is a scientific approach to testing phenomena through the collection and examination of numerical information. Making and applying mathematical theories, models, and hypotheses regarding these natural events is the aim (Mchopa, 2021). (Kotronoulas et al., 2023) say that quantitative research concentrates on collecting numerical data and analyzing it to understand phenomena and test hypotheses. This approach emphasizes objectivity, replicability, and generalization of research results. According to (Gragnano et al., 2020), the use of valid (reliable) and reliable measuring tools for assessing work-life balance (WLB) Work-Life Balance (WLB) is very important to obtain accurate and useful data information in statistical analysis.

Examining the hypothesis about the moderating impact and the relationship between the variables (project performance, co-worker relationship quality, and work-life balance) is the aim of this study. Work-Life Balance (WLB) and Project Performance may be tested for the moderating influence of coworker relationship quality using the Modeling Equation of Structure (SEM). Research by (Yamaguchi et al., 2016) demonstrated how statistical analysis may be utilized to investigate intricate interactions between variables by using quantitative approaches to examine the impact of Work-Life Balance (WLB) on work performance in the healthcare sector.

The research objects in this study were medical and paramedical professionals working in hospitals, especially at Dr. Gunawan Mangunkusumo Hospital. According to research by (Irawanto et al., 2021), medical and paramedical professionals face unique

challenges in maintaining work-life balance, which can have a direct impact on their performance and well-being at work. Therefore, examining how Co-worker Relationship Quality moderates the influence of Work-Life Balance (WLB) on Project Performance is relevant and crucial in this context. (Li et al., 2022) showed that strong and supportive relationships among coworkers in a hospital setting especially at RSUD dr. Gunawan Mangunkusumo can enhance overall project performance and lessen the detrimental consequences of work-related stress.

In this study, the appropriate population is medical and paramedical professionals including doctors, nurses, midwives, pharmacists and other health professionals who work in hospitals especially at RSUD dr. Gunawan Mangunkusumo. According to (Amin et al., 2023), an appropriate sample size for social research is between 30 and 300. For this study, a minimum sample size of 100 medical and paramedical professionals was considered sufficient to obtain statistically significant data, taking into account the variation in Work-Life Balance (WLB) experience and project performance among respondents.

For this study, data and data sources will focus on primary data collection from medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo. The study aims to obtain a minimum sample of 100 respondents, using purposive or stratified random sampling methods to ensure accurate population representation.

For this study, an online survey utilising Google Forms with a questionnaire created especially to gauge the three main variables work-life balance (WLB), project performance, and co-worker relationship quality was the most suitable means of gathering data. This survey employs a rating scale, sometimes known as a Likert scale (1–5). Disagree = 2, Strongly disagree = 1, Agree = 4, Moderately = 3, and strongly agree = 5 to measure respondents' perceptions and experiences related to the research variables. The questions in the questionnaire were carefully designed to cover all aspects of each variable, as in the operational definition of variables in the research proposal (Wada et al., 2024).

This study employed SmartPLS 4 software to use Partial Least Squares Structural Equation Modeling (PLS-SEM) for data analysis. This approach enables the assessment of the correlation between variables, the moderating effect of CwRQ, and the overall model fit.

RESULTS AND DISCUSSION

Results of Respondent Characteristics

All respondents in the study must have different characteristics, so their perceptions of the questions asked must also differ. One part of the respondent description shows who the respondents are based on their age, gender, and occupation (profession). This study involved medical and paramedical professionals at Dr. Gunawan Mangunkusumo Hospital.

Table 1.
Respondent Characteristics

Characteristics	Frequency	Percentage
Gender		
Male	30	20%
Female	117	80%
Profession		
Nurse	93	63.3%
Midwife	18	12.2%
General Practitioner	11	7.5%
Nutritionist	10	6.8%
Health Administrator	6	4.1%
Pharmacist	4	2.7%
Mental Health Specialist	1	0.7%
Pediatrician	1	0.7%
Physiotherapist	1	0.7%
Health Analyst	1	0.7%
Pharmacist Assistant	1	0.7%
Work Experience		
>6 years	95	64.6%
1–3 years	37	25.2%
4–6 years	15	10.2%

Tabel 1 the study involved 147 respondents, comprising 80% females and 20% males. Most participants were nurses (63.3%), followed by midwives (12.2%) and general practitioners (7.5%). Regarding work experience, 64.6% had over six years, 25.2% had one to three years, and 10.2% had four to six years. This varied group of people offers a strong basis for examining the effects of WLB and CwRQ in the healthcare setting.

Convergent Validity Test

Indicators that have a loading factor value of ≥ 0.7 or more are considered to have convergent validity, which means they can measure the construct they form. A value of AVE > 0.50 indicates good convergent validity. For every variable examined, the loading factor value of the question items is as follows:

Table 2.
Loading Factor Value

Variable	Indicators	Loading Factor	AVE
Work-Life Balance (WLB)	WLB1	0,871	0,753
	WLB2	0,810	
	WLB3	0,915	
	WLB4	0,871	
Project Performance (PP)	PP1	0,900	0,851
	PP2	0,922	
	PP3	0,932	
	PP4	0,944	
	PP5	0,942	
	PP6	0,939	
	PP7	0,929	
	PP8	0,915	
	PP9	0,917	
	PP10	0,883	
Co-worker Relationship Quality (CwRQ)	CwRQ1	0,951	0,898
	CwRQ2	0,951	
	CwRQ3	0,949	
	CwRQ4	0,952	
	CwRQ5	0,938	
	CwRQ6	0,945	

All of the Work-Life Balance (WLB), Project Performance (PP), and Co-worker Relationship Quality (CwRQ) statement variables are satisfied, according to the results of the convergent validity test in table 2. As can be seen from the above table, they have an Average Variance Extracted (AVE) value > 0.50 and a loading factor value ≥ 0.7, indicating that convergent validity has been satisfied.

Discriminant Validity Test

A discriminant validity test is used to ensure that each notion in the model is substantially different from the others. The Fornell-Larcker Criterion is used to perform this test, which contrasts each construct's Average Variance Extracted (AVE) root value with its correlation value to other model constructs. The table below displays the findings of the Fornell-Larckrt Criterion test:

Table 3.
Fornell-Larcker Criterion

Variable	CwRQ	PP	WLB
CwRQ	**0,948**		
PP	0,495	**0,923**	
WLB	0,203	0,485	**0,868**

The variables' root AVE values for Work-Life Balance (WLB), Project Performance (PP), and Coworker Relationship Quality (CwRQ) are 0.868, 0.923, and 0.948, respectively, as shown in table 3 above. This shows that the correlation between the constructs and other constructs is less than the root AVE value. Therefore, it may be concluded that discriminant validity has been met.

Reliability Test

The study's dependability was assessed using Cronbach's Alpha and Composite Reliability scores. The indicators are considered trustworthy when their respective constructions are measured by a value larger than 0.70. The results of reliability tests for Work-Life Balance (WLB), Project Performance (PP), and Co-Worker Relationship Quality (CwRQ) are displayed in the table below, along with a description of the conclusions:

Table 4.
Composite Reliability

Variable	Cronbach's Alpha	Composite Reliability (rho_c)
WLB	0,890	0,924
PP	0,981	0,983
CwRQ	0,977	0,981

Table 4 above shows that the variables Work-Life Balance (WLB), Project Performance (PP), and Co-worker Relationship Quality (CwRQ) have Cronbach's Alpha and Composite Reliability values > 0.70, indicating that the reliability test has been passed.

Hypothesis Test

The purpose of hypothesis testing is to ascertain if the variables in the study model have a direct or moderating connection. The findings of this hypothesis test include an examination of the path coefficient value, t-statistic, p-value, and f-square to assess the degree of significance and the degree of influence of the relationship between the variables, which are Project Performance (PP), Co-Worker Relationship Quality (CwRQ), and Work-Life Balance (WLB). Following this hypothesis testing, the following structural model was produced:

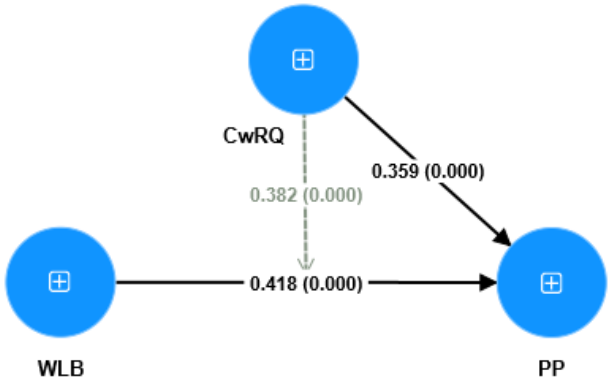

Figure 2.
Structural Model Results

The structural model demonstrates that Work-Life Balance (WLB) significantly and favorably affects project performance (PP) both directly (0.418; p = 0.000) and indirectly through coworker relationship quality (CwRQ) as mediation (0.382; p = 0.000). In addition, CwRQ also has a direct positive influence on PP (0.359; p = 0.000). Good working relationship (CwRQ) acts as a mediating variable between WLB and PP. This means that WLB not only affects PP directly but also through improving the quality of relationships between coworkers (CwRQ).

The outcomes of the structural model testing and an explanation of each relationship path are compiled in the following table:

Table 5.
Path Coefficient

Variable	Original sample (O)	T statistics (|O/STDEV|)	P values	f-square
WLB -> PP	0,418	6,389	0,000	0,396

CwRQ -> PP	0,359	3,823	0,000	0,288
CwRQ x WLB -> PP	0,382	7,016	0,000	0,424

The explanation of the test results in table 5 is as follows:

a. The WLB -> PP path obtained a positive coefficient value of 0.418 with a statistical t value of 6.389> 1.96 or p values of 0.000 < 0.05, then H1 is accepted, meaning that Work-Life Balance (WLB) increases Project Performance of professional medical and paramedical staff at Dr. Gunawan Mangunkusumo Hospital.
b. The CwRQ -> PP pathway yielded a positive coefficient value of 0.359 with a statistical t value of 3.823> 1.96 or p values of 0.000 < 0.05. Therefore, H2 is accepted, indicating that the medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo perform better on projects when they have good Co-Worker Relationships.
c. The CwRQ x WLB -> PP path yielded a positive coefficient value of 0.382, a statistical t value of 7.016> 1.96 or p values of 0.000 < 0.05, and a f square value of 0.424 higher than the f square value of the WLB -> PP path, which is 0.288. Therefore, H3 is accepted, indicating that Co-worker Relationship Quality (CwRQ) makes Work-Life Balance (WLB) more influential on Project Performance.

R-Square Test

The R-Square test allows us to determine the extent to which the independent variables in the research model may directly and moderately explain the dependent variable. The R-Square test results are shown in the following table:

Table 6.
R-Square Value

Variable	R-square	R-square adjusted
PP	0,578	0,569

Table 6 shows that the Project Performance (PP) variable's Adjusted R Square value is 0.569, meaning that Work-Life Balance (WLB) moderated by Co-worker Relationship Quality (CwRQ) can account for 56.9% of the PP variable's explanation. This suggests that the model falls into the moderate category.

Effect Size Test (f^2)

The degree to which the independent and moderating factors in the research model affect the dependent variable is determined by the Effect Size (f^2) test. To ascertain the degree

to which Work-Life Balance (WLB), Co-Worker Relationship Quality (CwRQ), and their interaction impact Project Performance (PP), the f^2 value will be examined. The Effect Size (f^2) test results and an assessment of each path's degree of effect are shown in the following table:

Table 7.
Effect Size Value (f^2)

Variable	f-square
WLB -> PP	0,396
CwRQ -> PP	0,288
CwRQ x WLB -> PP	0,424

The explanation of the test results in table 7 is as follows:

a. The WLB -> PP path obtained an f square value of 0.396, indicating that the effect of Work-Life Balance (WLB) on Project Performance (PP) is in the strong influence category.
b. The CwRQ -> PP path obtained an f square value of 0.288, indicating that the effect of Co-worker Relationship Quality (CwRQ) on Project Performance (PP) is in the moderate influence category.
c. The CwRQ x WLB path obtained an f square value of 0.424, indicating that the effect of Work-Life Balance (WLB) on Project Performance (PP) moderated by Co-worker Relationship Quality (CwRQ) is in the strong influence category.

Gof Index Results

The measuring model and structural model utilized in this study are evaluated for their degree of very good match using the Goodness of match (GoF) Index. At this point, the GoF Index is calculated based on the average AVE and R-Square values, which provide an overview of the validity of the entire model. The GoF Index computation results are shown in the following table:

Table 8.
Goodness of Fit (GoF) Index

Variable	AVE	R-square
Work-Life Balance (WLB)	0,753	
Project Performance (PP)	0,851	0,578
Co-worker Relationship Quality (CwRQ)	0,898	

Rata-Rata	**0,834**	**0,578**

$$\text{GOF Value} = \sqrt{\text{average AVE x average R Square}}$$

$$\text{GOF Value} = \sqrt{0{,}834 \text{ x } 0{,}578}$$

$$\text{GOF Value} = 0{,}694$$

As can be seen from the calculation of GoF table 8, with a GoF Index score of 0.694, the measurement model and structural model's combined performance is in the high GoF category.

Discussion

This study examines how medical and paramedical professionals' project performance is affected by work-life balance, using coworker relationship quality as a moderating factor. The study involved 147 respondents consisting of 30 men (20%) and 117 women (80%), showing that the majority of respondents were women. Respondents came from various medical professions, with the dominance of nurses as many as 93 people (63.3%), followed by midwives 18 people (12.2%), general practitioners 11 people (7.5%), and nutritionists 10 people (6.8%). Other professions, such as health administrators, pharmacists, specialist doctors, health analysts, and physiotherapists, had smaller numbers, showing the diversity of respondents in this study. Based on length of work, most respondents had more than 6 years of work experience (64.6%), while 25.2% worked for 1-3 years, and 10.2% had 4-6 years of work experience.

All indicators for the Work-Life Balance (WLB), Project Performance (PP), and Quality of Co-Worker Relationship (CwRQ) variables satisfy the convergent validity criteria, according to the findings of data analysis carried out using the Partial Least Square (PLS) technique, with a loading factor value ≥ 0.7 and AVE > 0.50. Furthermore, Cronbach's Alpha and Composite Reliability scores above 0.70 from the reliability test showed that the research tool had excellent dependability.

The findings of the hypothesis test indicate that work-life balance significantly improves project performance, with a p-value of 0.000 and a path coefficient of 0.418. The quality of coworker relationships also significantly improves project performance, as evidenced by a p-value of 0.000 and a path coefficient of 0.359.

Additionally, with a path coefficient of 0.382 and a p-value of 0.000, the association between Work-Life Balance and Project Performance, which is moderated by Co-Worker association Quality, exhibits a significant positive influence.

The R-Square study indicates that a reasonable level of coworker relationship quality combined with work-life balance can account for 56.9% of project performance, which is in the moderate range. The Goodness of Fit (GoF) Index result of 0.694 shows that the measurement and structural models employed in this investigation fit well.

According to this study, work-life balance significantly affects project performance, both directly and indirectly through the quality of co-worker relationships. It has been demonstrated that positive working relationships among coworkers enhance the effect of work-life balance on medical and paramedical professionals' project performance. These findings support the notion that pleasant working relationships and work-life balance are crucial for enhancing project performance in formal work settings.

CONCLUSION

The study's findings, as previously said, indicated that coworker relationship quality and work-life balance (WLB) significantly and favorably impacted project performance of medical and paramedical professionals at RSUD Dr. Gunawan Mangunkusumo. Work-Life Balance (WLB) had a strong influence, indicating that medical personnel who can manage time, energy, and commitment in a balanced manner tend to be more effective and efficient in completing health projects. Co-worker Relationship Quality also contributed significantly, although the effect was smaller than Work-Life Balance (WLB), yet it's still critical to foster a happy work atmosphere by highlighting the value of good working relationships among coworkers. In addition, Co-worker Relationship Quality moderates the relationship between WLB and project performance, reinforcing the positive effects of Work-Life Balance (WLB) when working relationships are good. This study shows that both Work-Life Balance (WLB) and Co-Worker Relationship Quality (CwRQ) have a significant impact on how well medical and paramedical workers perform on projects. The synergy between Work-Life Balance (WLB) and good working relationships can result in significant performance improvements in the hospital environment.

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