

Employee Performance in Yogyakarta: Comparison Between Saturday Workdays and Saturday Holidays

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ABSTRACT. Employee performance is a crucial factor in enhancing organizational productivity, and work schedule arrangements, including working on Saturdays, are becoming increasingly important. This study aims to evaluate the performance comparison between employees who work on Saturdays and those who are off on that day in Yogyakarta. The method used is an independent sample t-test to analyze the performance differences between the two groups. The results show that employees who are off on Saturdays have significantly better performance with an average score of 86.51 compared to 72.49 for those who work, with a p-value < 0.001. The conclusion of this study emphasizes the importance of work policies that consider work-life balance to improve employee productivity. These findings provide new insights for management in designing more effective and sustainable work policies and open up opportunities for further research on factors affecting employee performance in a broader context.

Keyword: Performance; Workdays; Employees

JEL Classification: MM2, MM3

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INTRODUCTION

Employee performance is a crucial factor in enhancing organizational productivity. Research shows that optimal employee performance can increase operational efficiency and company profitability (Victoria, 2019). High-performing employees not only help achieve organizational goals more quickly but also create a positive and collaborative work environment. Therefore, it is important for management to understand and manage the factors that influence employee performance to achieve maximum results.

With the advancement of time, flexible work policies, including Saturday work schedules, are increasingly being implemented by various organizations to enhance work-life balance and employee satisfaction (Abdelwahed & Al Doghan, 2023). These policies allow employees to adjust their working hours according to personal needs, which in turn can improve their productivity and well-being (Abid & Barech, 2017). Flexibility in work schedules has been proven to help employees manage stress and fatigue, as well as increase motivation and commitment to their work.

The growing interest in research evaluating the impact of work schedules on employee performance reflects the importance of understanding how various work policies can affect overall organizational performance and productivity (Nzuva, 2022). These studies help organizations design more effective and sustainable work policies, ultimately improving employee performance and satisfaction. This research aims to fill the existing knowledge gap by evaluating the performance comparison between employees on Saturday workdays and Saturday holidays in Yogyakarta and providing recommendations that can be applied in a broader context.

Identifying employee performance issues on Saturday workdays compared to Saturday holidays is important to evaluate, given the differences in workload and work-life balance that may occur. Research shows that flexible work schedules, including working on Saturdays, can significantly affect employee well-being and productivity (Golden, 2021). Saturday work schedules can increase work stress and reduce job satisfaction, which ultimately negatively impacts employee performance (Brecheisen, 2023).

The impact of Saturday work schedules on employee well-being and productivity has been a focus of research in recent years. Studies show that flexibility in work schedules can help employees manage stress and fatigue, as well as increase motivation and commitment to their work (Manjunatha, 2021). However, poorly managed Saturday work schedules can lead to an imbalance between work and personal life, negatively affecting employee well-being (Brecheisen, 2023).

The lack of empirical studies evaluating the impact of Saturday work schedules in Yogyakarta highlights a knowledge gap that needs to be filled. This study aims to fill that gap by evaluating the performance comparison between employees on Saturday workdays and Saturday holidays in Yogyakarta, and providing recommendations that can be applied in a broader context (Efendi et al., 2020). Thus, this research is expected to significantly contribute to the understanding of employee performance dynamics in Yogyakarta.

Previous research has assessed employee performance on Saturday workdays, but there are still limitations in understanding the specific impact of Saturday work schedules on employee performance. The study by Muriuki and Wanyoike (2021) shows that effective performance assessment can significantly improve employee performance. However, there has been no research specifically comparing employee performance on Saturday workdays and Saturday holidays in

Yogyakarta. This study aims to fill that knowledge gap by evaluating the performance comparison between employees in both conditions in Yogyakarta.

The impact of Saturday work schedules on employee well-being and productivity has been a focus of research in recent years. The study by Tamam and Sopiah (2022) shows that work motivation has a significant impact on employee performance. However, research evaluating the specific impact of Saturday work schedules in Yogyakarta is still very limited. This study aims to fill that gap by evaluating the performance comparison between employees on Saturday workdays and Saturday holidays in Yogyakarta and providing recommendations that can be applied in a broader context.

The lack of empirical studies evaluating the impact of Saturday work schedules in Yogyakarta highlights a knowledge gap that needs to be filled. This research aims to fill that gap by evaluating the performance comparison between employees on Saturday workdays and Saturday holidays in Yogyakarta and providing recommendations that can be applied in a broader context. The study by Triansyah et al. (2023) shows that employee performance is a key factor in achieving organizational goals. Thus, this research is expected to significantly contribute to the understanding of employee performance dynamics in Yogyakarta.

This research aims to identify the differences in employee performance between Saturday workdays and Saturday holidays in Yogyakarta. By understanding these differences, organizations can design more effective work policies to improve employee productivity. The study by Mandagi and Wijono (2023) shows that work-life balance has a significant impact on employee job satisfaction, which in turn affects their performance.

This research will also explain the factors affecting employee performance in both conditions. Factors such as workload, motivation, and work quality will be analyzed to understand how they influence employee performance on Saturday workdays and Saturday holidays. The study by Arifina (2024) shows that organizational culture and compensation have a significant impact on employee performance through job satisfaction as an intervening variable.

This research is expected to provide concrete recommendations for work policies that can improve employee performance. By offering recommendations based on empirical data, organizations can implement more effective and sustainable policies. The study by Pratama and Wahyuningtyas (2021) shows that workload and work quality have a significant impact on employee performance during the pandemic. Thus, this research not only fills the existing knowledge gap but also provides practical contributions for the development of better work policies.

Previous research assessing employee performance often focuses on a single aspect or one work condition. For example, the study by Subandi et al. (2020) only evaluated employee performance in the context of shift work without considering the variation between workdays and holidays. This research is different because it evaluates two different work conditions simultaneously, namely Saturday workdays and Saturday holidays, providing a more comprehensive perspective on employee performance.

The uniqueness of this research lies in its approach of evaluating two different work conditions simultaneously. By comparing employee performance on Saturday workdays and Saturday holidays, this study can identify the factors affecting employee performance in both conditions. The study by Farida (2015) shows that work hours and holiday arrangements have a significant impact on employee performance, but it does not specifically compare two different work conditions. This research fills that gap by providing a more in-depth analysis.

This research significantly contributes to a deeper understanding of employee performance dynamics in Yogyakarta. By evaluating the differences in employee performance on Saturday workdays and Saturday holidays, this study provides new insights that can be used to design more effective work policies. The study by Sanjaya et al. (2014) emphasizes the importance of understanding the impact of work systems on employee performance, but it does not specifically discuss the comparison between workdays and holidays. This research is expected to provide practical contributions to the development of better work policies in Yogyakarta.

This research presents new empirical data evaluating employee performance on Saturday workdays and Saturday holidays in Yogyakarta. This data provides insights not previously revealed about how different work conditions can affect employee performance. The discovery and analysis of new factors influencing employee performance in different work conditions, such as workload, motivation, and work-life balance, significantly contribute to the existing literature (Omar et al., 2022). Additionally, this research provides specific work policy recommendations for the Yogyakarta context, which are expected to improve employee performance and overall well-being. Thus, this research not only fills the existing knowledge gap but also provides practical contributions for the development of better work policies.

Here is the table containing variables, conceptual definitions, operational definitions, and indicators according to Pratama & Wahyuningtyas (2021), Ardiansyah (2020), Wahyudi (2018), Sunyoto & Hudori (2021):

Table 1. Variables, Conceptual Definitions, Operational Definitions, and Indicators

Variable	Conceptual Definition	Operational Definition	Indicator
Performance	The ability of employees to achieve organizational goals	The achievement level of employees' tasks and responsibilities	Task completion, quality of work, efficiency, goal achievement
Work-life balance	The equilibrium between personal life and professional responsibilities	The degree to which employees can balance work demands and personal life	Work satisfaction, personal well-being, stress levels, work-life conflict

Variable	Conceptual Definition	Operational Definition	Indicator
Motivation	The internal drive that influences employees' behavior and performance	The enthusiasm and commitment level of employees towards their work	Job satisfaction, engagement, willingness to exert effort, persistence
Workload	The amount of work assigned to an employee	The quantity and intensity of tasks an employee is required to complete	Task quantity, task difficulty, time pressure, resource availability
Organizational culture	The shared values, beliefs, and practices within an organization	The extent to which employees perceive and align with the organization's culture	Employee alignment with values, participation in cultural practices, cohesiveness

METHODS

In this research, the Different Test Method is used to identify differences between two or more data samples and compare samples with a certain value. One commonly used technique is the independent sample t-test, which assesses whether two unrelated samples have significantly different means. The independent sample t-test is conducted by comparing the difference between two means with the standard error of the difference between the two sample means. This method evaluates whether the observed variation between the two means is significant or merely the result

of random variation in the data. The t-test is crucial to ensure that differences in sample data are not coincidental, allowing researchers to draw stronger conclusions about relationships between variables and determine the statistical significance of those differences.

RESULT AND DISCUSSION

Table 2. Group Statistics

Group Statistics					
	Kinerja	N	Mean	Std. Deviation	Std. Error Mean
Hasil	Kinerja Sabtu Libur	65	86,5077	3,01622	,37412
	Kinerja Sabtu Kerja	65	72,4923	2,91614	,36170

Source: SPSS (2025)

Table 3. Independent Samples Test

Independent Samples Test										
		t-test for Equality of Means		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Hasil	Equal variances assumed	0,478	0,490	26,933	128	0,000	14,01538	0,52038	12,98573	15,04504
	Equal variances not assumed			26,933	127,855	0,000	14,01538	0,52038	12,98572	15,04505

Source: SPSS (2025)

This research involves 130 employees in Yogyakarta, divided into two groups: 65 employees who are off on Saturdays and 65 employees who work on Saturdays. The average performance of employees who are off on Saturdays is 86.51 with a standard deviation of 3.02, whereas the performance of employees who work on Saturdays averages only 72.49 with a standard deviation of 2.92. The t-test results show that there is a significant difference between the two groups with a p-value < 0.001, indicating that employees who are off on Saturdays have better performance compared to those who work.

These results align with previous research that shows flexible work schedules can enhance employee productivity. These findings offer new insights into how a work schedule without Saturdays can affect employee performance, which was previously less understood in the context of Yogyakarta. Thus, this study broadens our understanding of employee performance dynamics and provides a basis for organizations to design more effective work policies.

The implications of these results suggest that management needs to consider the factors affecting employee performance when designing work policies, especially in the context of work-life balance. This research contributes to the management literature by highlighting the importance of an empirical approach in evaluating work policies and provides recommendations that can be applied to improve employee performance and well-being in the future.

CONCLUSION

This research aims to identify differences in employee performance between Saturday workdays and Saturday holidays in Yogyakarta. The analysis results show that employees who are off on Saturdays perform better than those who work on that day, with a p -value < 0.001 . The study's limitations include a limited sample size and a focus only on employees in Yogyakarta, so the results may not be generalizable to other regions.

The managerial implications of these findings suggest that organizations need to consider work-life balance and the implementation of flexible work policies to enhance employee performance. Additionally, it is important to design policies that can reduce stress and increase job satisfaction. For future research, it is recommended to expand the scope of the study to other regions and involve more variables that may affect employee performance, such as work environment factors and organizational culture. Further research can also explore the long-term impact of work policies implemented on employee productivity and well-being.

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