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## Work Notifications and Work-Life Balance: What TPS Supervisors Experienced in the 2024 Elections?

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### Abstract

The 2024 simultaneous regional elections involve various stakeholders in the oversight process, including Polling Station Supervisors or *Tempat Pemungutan Suara* (TPS) supervisors. However, the high workload caused by constant work notifications can affect the balance between work and personal life (work-life balance). This study aims to analyze the impact of work notifications on the work-life balance of TPS supervisors in Bruno District. Using a quantitative approach, data was collected through questionnaires completed by 94 TPS supervisors. A simple linear regression analysis was conducted to identify the relationship between the intensity of work notifications and the level of work-life balance. The results indicate that work notifications have a significant impact on work-life balance, with higher notification frequency contributing to a decline in life balance. This study provides valuable insights for election organizers in designing a more humane work system to improve the well-being of TPS supervisors. These findings are expected to serve as a foundation for more effective policymaking to support the sustainability of the electoral system in the future.

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### Kata Kunci

Work Notification ; Work-life balance; TPS Supervisors.

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## 1. INTRODUCTION

The advancement of communication technology in the modern era has transformed the way people work, particularly in jobs that require rapid responses to digital notifications (Wang & Lin, 2020). However, existing research on the impact of work notifications has predominantly focused on general employees, such as corporate workers or professionals in the private sector. These studies often highlight how digital notifications can increase stress, disrupt concentration, and affect work-life balance (Sharma et al., 2021; Chen & Wu, 2022). Despite these findings, there has been no specific research analyzing the effects of work notifications on election officers, particularly TPS (Polling Station) Supervisors, whose work is uniquely characterized by high responsibilities and intense demands during the Simultaneous Regional Elections.

This study is particularly relevant because TPS Supervisors face unique challenges, including long working hours, the expectation of rapid responses, and additional responsibilities beyond official working hours. Martinez and Rodriguez (2023) found that election officers often struggle to manage digitally intensive tasks; however, their study did not explicitly examine the relationship between

work notifications and work-life balance. Additionally, the phenomenon of "alert anxiety" – the stress caused by anticipating or receiving work notifications – has become increasingly significant for workers with 24/7 responsibilities, such as TPS Supervisors (Davidson & Park, 2023). Alert anxiety can lead to decreased concentration, mental fatigue, and even physical health issues, ultimately affecting their performance during the election process.

In the context of the 2024 Simultaneous Regional Elections, the Indonesian General Elections Commission (KPU) Circular Letter No. 5 of 2022 underscores the importance of a 24-hour integrated service system, further increasing the workload of TPS Supervisors. With 49% of employees across various sectors reporting that they are always "on standby" for work (Thompson et al., 2023), this situation is even more concerning for TPS Supervisors, who must uphold the integrity of the electoral process while facing digital pressure.

Therefore, this study aims to examine the impact of work notifications on the work-life balance of TPS Supervisors during the 2024 Simultaneous Regional Elections in Bruno District. The findings are expected to provide policy recommendations for better human resource management, considering both the well-being of election officers and the effectiveness of the electoral process

## **2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT**

### **2.1 Work notifications**

Work notifications—whether through email, instant messaging, or other applications—have become an integral part of the modern work environment. While notifications are intended to enhance efficiency and communication (Gultom & Ferinia, 2023), research has shown mixed effects on productivity. A study by Zhang et al. (2021) found that app-based notifications can improve efficiency in tasks requiring quick responses but may also lead to cognitive overload if they occur too frequently. Additionally, Kumar & Singh (2022) highlighted that the digitalization of work, particularly through collaboration tools like WhatsApp Business or Slack, has increased employees' dependence on digital devices, often blurring the line between work and personal time.

In the context of Polling Station Supervisors (Pengawas TPS), work notifications are often received through digital platforms such as election monitoring applications or online communication groups. Research by Martinez & Rodriguez (2023) indicates that election officers frequently struggle to manage work notifications due to the nature of their job, which demands quick responses—even outside official working hours. This is particularly relevant for Polling Station Supervisors, as they must remain prepared to respond to urgent instructions or reports, which can significantly increase their mental and physical workload.

### **2.2 Work-Life Balance**

Work-life balance is a multidimensional concept that refers to the equilibrium between professional responsibilities and personal life. It involves managing the demands of work in a way that allows individuals to maintain well-being, personal fulfillment, and overall life satisfaction (Waworuntu et

al., 2022). Research by Wang et al. (2022) suggests that employees with high levels of responsibility often face significant challenges in achieving this balance, particularly in an era where digital connectivity keeps them constantly engaged with work. The increasing use of digital devices means that many workers find it difficult to disconnect, blurring the boundaries between their professional and personal lives (Rampen et al., 2023).

There are several key dimensions that define work-life balance. The first is time, which refers to how individuals allocate their hours between work, leisure, and family. An imbalance in this dimension often leads to excessive working hours at the expense of personal time, which can negatively impact relationships and overall well-being. The second dimension is energy, which considers the level of physical and mental resources a person has left after work. A demanding job can leave individuals drained, reducing their ability to engage meaningfully in personal activities. The third dimension is commitment, which reflects the level of emotional and psychological investment in both work and personal life. High work demands can lead to an overcommitment to professional responsibilities, leaving little room for personal relationships and relaxation. Lastly, control refers to an individual's ability to manage their time and workload effectively. When people feel they have little control over their schedule or work expectations, stress levels increase, further disrupting the balance between work and personal life.

This concept is particularly relevant in the context of TPS Supervisors, whose responsibilities often involve long working hours, unpredictable schedules, and the need for rapid responses. The nature of their work can make it difficult to maintain a healthy work-life balance, as their professional obligations may extend into personal time. A study by Davidson & Park (2023) highlights the phenomenon of alert anxiety, which refers to the stress caused by the anticipation or reception of work-related notifications. This anxiety is especially prevalent among individuals in high-responsibility roles, such as TPS Supervisors, as they are expected to be continuously available. The constant pressure to respond quickly can exacerbate feelings of work-life imbalance, leading to burnout and reduced overall well-being.

Understanding and addressing work-life balance is essential for maintaining productivity, job satisfaction, and mental health. Organizations and employers must recognize the importance of establishing boundaries, promoting flexible work arrangements, and encouraging employees to disconnect from work when necessary. By fostering a healthier balance between work and personal life, both employees and organizations can benefit from improved performance, higher engagement, and better overall well-being (Wullur & Mandagi, 2023).

### **2.3 The Impact of Work Notifications on Work-Life Balance**

The relationship between work notifications and work-life balance has become an increasingly important focus of research. A study by Thompson et al. (2023) found that excessive notifications can lead to boundary blurring, a phenomenon where individuals struggle to separate work time from personal time. Employees who are constantly connected through their devices may feel overwhelmed

by work demands even outside of official working hours, leading to increased stress and reduced well-being (Raintung et al., 2024).

In the context of Polling Station Supervisors (Pengawas TPS), the concept of boundary blurring is particularly relevant, as their work is often not confined to formal working hours. For instance, Circular Letter No. 5 of 2022 issued by the Indonesian General Elections Commission (KPU RI) mandates round-the-clock integrated service, exacerbating the risk of alert anxiety—the persistent stress caused by the expectation of immediate responsiveness to work notifications. Research by Martinez & Rodriguez (2023) indicates that election officials are more vulnerable to work-life balance disruptions due to excessive work notifications compared to other professions. Several factors, such as job type, organizational culture, and individual personality, can moderate this relationship. For example, Polling Station Supervisors working within an organizational culture that expects constant availability may experience more severe negative effects from work notifications.

Understanding the impact of work notifications on work-life balance is crucial for developing strategies to mitigate stress and improve employee well-being. In roles requiring high availability, such as election supervision, policies should be designed to balance work demands with personal time, ensuring long-term productivity and mental health.

#### **2.4 Strategies for Managing Work Notifications and Protecting Work-Life Balance**

A study by Wang et al. (2022) explores strategies for managing work-related notifications and protecting work-life balance. These strategies include adjusting notification settings by turning off notifications outside of working hours or during specific periods, utilizing technology such as applications or software to manage and filter notifications, establishing clear time boundaries between work and personal life, and communicating availability and time limits effectively with colleagues and supervisors. Implementing these strategies can help employees mitigate the negative impact of work notifications on their work-life balance (Rozi et al., 2024).

In the context of Polling Station Supervisors (Pengawas TPS), these strategies can be applied with policy support from the General Elections Commission (KPU), such as restricting notifications outside of official working hours or implementing a rotation system to reduce individual workload. Research by Kumar & Singh (2022) indicates that organizations that adopt technology-based notification management policies successfully enhance employee well-being without compromising work efficiency.

The boundary-blurring theory is particularly relevant to Polling Station Supervisors, as their work often extends beyond formal working hours. For instance, KPU Circular Letter No. 5 of 2022 mandates 24-hour integrated service, exacerbating the risk of alert anxiety—a state of stress caused by constant work-related notifications. Research by Martinez & Rodriguez (2023) highlights that election officials are more vulnerable to work-life balance disruptions due to excessive work notifications compared to other professions. Factors such as job type, organizational culture, and individual personality can moderate this relationship. For example, Polling Station Supervisors working within an organizational

culture that expects constant availability may experience a more severe negative impact from work-related notifications.

## 2.5 Hypothesis Development

The relationship between work notifications and work-life balance has been widely studied, with evidence suggesting that excessive notifications contribute to boundary blurring—a situation where employees struggle to separate work from personal time (Thompson et al., 2023). Work-life balance, defined as the ability to maintain equilibrium between professional and personal responsibilities, is essential for overall well-being, job satisfaction, and productivity (Wang et al., 2022). However, roles with high responsibility and unpredictable schedules, such as Polling Station Supervisors, often experience challenges in maintaining this balance (Davidson & Park, 2023). The alert anxiety associated with constant work-related notifications can increase stress levels and disrupt both mental and physical well-being (Davidson & Park, 2023; Wuryaningrat et al., 2024). Furthermore, the Indonesian General Elections Commission (KPU) mandates 24-hour integrated service (KPU Circular Letter No. 5 of 2022), further exacerbating the risks of boundary blurring and alert anxiety among Polling Station Supervisors. Given these challenges, this study proposes the following hypotheses:

**H1:** A high frequency of work-related notifications significantly affects the work-life balance of Polling Station Supervisors.

While frequent notifications can negatively impact work-life balance, the ability to manage these notifications effectively may moderate this relationship. Employees who can regulate their notification settings, set clear time boundaries, and use filtering tools may experience less disruption despite high notification frequency (Wang et al., 2022). Effective notification management strategies, such as disabling notifications outside working hours and using technology-based filters, have been shown to enhance employee well-being without reducing work efficiency (Kumar & Singh, 2022).

**H2:** The ability of Polling Station Supervisors (Pengawas TPS) to effectively manage work-related notifications moderates the relationship between notification frequency and work-life balance.

## 3. RESEARCH METHOD

This study employs a quantitative approach using a survey method to systematically collect data and analyze the relationship between two key variables: work notifications as the independent variable and work-life balance as the dependent variable. The research follows a cross-sectional design, meaning data will be collected only during the 2024 Simultaneous Regional Elections (*Pilkada Serentak*) in November. This timeframe allows researchers to assess the extent to which work notifications impact the work-life balance of Polling Station Supervisors (Pengawas TPS) during this critical period. The study is conducted in Bruno District, which consists of 18 villages and 94 polling stations (TPS). Data collection is scheduled for October 2024, just before the elections, as this period is expected to witness a surge in work-related activities and communication through digital notifications concerning TPS supervisory duties.

To ensure the data collected is relevant and representative, this study establishes the following inclusion and exclusion criteria. Respondents must be Polling Station Supervisors (Pengawas TPS) assigned during the 2024 Simultaneous Regional Elections in Bruno District, have active access to digital platforms (e.g., mobile applications or online communication groups) used for receiving work-related notifications, have completed official training conducted by the General Elections Commission (KPU) or a related institution, and must voluntarily agree to complete the questionnaire. Polling Station Supervisors who are inactive during the data collection period (October 2024) or who do not use digital devices for receiving work notifications (e.g., those who rely solely on verbal or manual instructions) will be excluded from the study. Additionally, respondents who do not provide written consent will not be included. These criteria ensure that only individuals actively engaged in digital communication, the primary focus of this research, participate in the study.

This study utilizes a questionnaire as the primary instrument for data collection, designed to measure the two main variables: work notifications (independent variable) and work-life balance (dependent variable). The work notification variable is measured using an adapted scale developed by Thompson et al. (2023), which assesses aspects such as frequency, relevance, and emotional impact of work notifications. Meanwhile, the work-life balance variable is assessed using an adaptation of the Work-Life Balance Scale developed by Wang et al. (2022), which includes four key dimensions: time, energy, commitment, and control. The questionnaire's content validity was assessed by three experts in human resource management and organizational psychology to ensure that the items accurately reflect the research objectives. Additionally, a Cronbach's Alpha test was conducted on a pilot sample of 30 Polling Station Supervisors outside the main study sample, yielding Cronbach's Alpha values above 0.7 for all scales, indicating high reliability.

The collected data will be analyzed using quantitative statistical methods through several steps. A normality test will be conducted using the Shapiro-Wilk test to ensure the data distribution is normal, and a linearity test will confirm whether the relationship between work notifications (independent variable) and work-life balance (dependent variable) is linear. Descriptive statistics will be used to summarize the demographic characteristics of respondents, such as age, gender, and work experience, along with the distribution of responses for each variable. To test the first hypothesis (H1), a simple linear regression analysis will assess the significant impact of work notification frequency on the work-life balance of Polling Station Supervisors. Finally, the significance of the relationship between variables will be evaluated using a p-value threshold of  $< 0.05$ . If  $p < 0.05$ , the hypothesis will be accepted.

This methodological approach ensures that the research effectively captures the impact of work notifications on work-life balance, particularly within the context of election supervision, where digital communication plays a crucial role.

## 4. RESULTS AND DISCUSSIONS

### 4.1 Respondents' Characteristics

The demographic profile of the 94 Polling Station Supervisors (Pengawas TPS) in Bruno District reveals a workforce that is predominantly female (67.02%), relatively young (71.28% aged 18–30 years), and moderately educated (55.32% with a high school equivalent and 44.68% with a bachelor's degree). Experience levels vary, with 58.51% having over five years of experience, while 27.66% are newcomers with less than one year in the role. This composition suggests a dynamic and adaptable workforce, balancing experienced personnel with younger, tech-savvy individuals capable of handling digital work notifications, which play a crucial role in their professional responsibilities and work-life balance.

**Table 1.** Demographic Characteristics of the Respondents

Category	Variable	Frequency	Percent (%)	Cumulative Percent (%)
Gender	Male	31	32.98	32.98
	Female	63	67.02	100
Experience as TPS Supervisor	< 1 year	26	27.66	27.66
	1 - 3 years	7	7.45	41.49
	3 - 5 years	6	6.38	34.04
	> 5 years	55	58.51	100
Educational Background	High School Equivalent	52	55.32	55.32
	Bachelor's Degree (S1)	42	44.68	100
	Total	94	100	100
Age Group	18 - 30 years	67	71.28	71.28
	30 - 45 years	26	27.66	98.94
	> 45 years	1	1.06	100
Total	94	100	100	100

Source: Processed Data Output from JASP Software 0.19.1

### 4.2 Descriptive Analysis Results

Based on Table 1, the Work Notification variable (X) with 94 respondents has a minimum value of 1 and a maximum value of 5, with an average value of 3.9. This indicates that the Work Notification variable tends to be closer to the maximum value, suggesting that respondents generally experience a high frequency of work notifications. Similarly, the Work-Life Balance variable (Y) with 94 respondents has a minimum value of 1 and a maximum value of 4.8, with an average value of 3.6. This means that the Work-Life Balance variable also leans toward the higher end of the scale, implying that most respondents perceive a relatively favorable work-life balance, although variations still exist among individuals.

**Table 2.** Descriptive Analysis of Variables

	Work Notifications (X)	Work- Life Balance (Y)
Valid	94	94
Missing	0	0
Median	4.4	4.2
Mean	3.9	3.6
Std. Deviation	0.8	0.8
Minimum	1	1
Maximum	5	4.8

Source: Processed Data Output from JASP Software 0.19.1

#### 4.3 Validity and Reliability Results

The validity test results in Table 3 indicate that all indicators (P1 to P10) are valid. Each indicator has a Pearson’s correlation coefficient ( $r$ ) ranging from 0.639 to 0.800, all of which exceed the commonly accepted threshold of 0.5, suggesting a strong correlation between each item and the overall construct. Additionally, all  $p$ -values are less than 0.001, confirming statistical significance. This means that each indicator reliably measures the intended variable, and the questionnaire items are suitable for further analysis.

**Table 3.** Validity Results

Indicator	Pearson’s $r$	$p$ - Value	Kesimpulan
P1	0,736	< .001	VALID
P2	0,692	< .001	VALID
P3	0,782	< .001	VALID
P4	0,697	<.001	VALID
P5	0,753	< .001	VALID
P6	0,794	< .001	VALID
P7	0,652	< .001	VALID
P8	0,788	<.001	VALID
P9	0,800	< .001	VALID
P10	0,639	< .001	VALID

Source: Processed Data Output from JASP Software 0.19.1

From Table 4, the Cronbach’s Alpha value is greater than 0.70, indicating that all questionnaire items are reliable and consistent. A Cronbach’s Alpha value above 0.70 is generally considered acceptable in social science research, signifying that the measurement instrument has good internal consistency. This means that the survey statements used to measure the variables produce stable and consistent results when applied to different respondents under similar conditions. Consequently, the instrument can be confidently used for further data analysis and hypothesis testing.



**Table 4.** Reliability Test Results

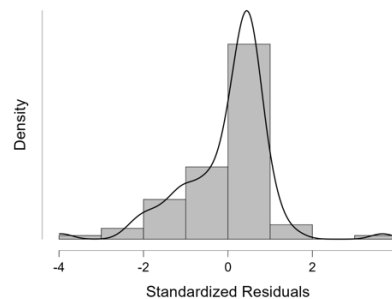
Estimate	Cronbach's $\alpha$
Point estimate	0.905
95% CI lower bound	0.872
95% CI upper bound	0.930

Source: Processed Data Output from JASP Software 0.19.1

#### 4.4 Classical Assumption Test Results

The histogram in Figure 1 presents the distribution of standardized residuals as part of a normality test. The bars represent the frequency of residuals, while the overlaid density curve provides a smoothed estimate of the distribution. The residuals appear to be approximately normally distributed, as indicated by the bell-shaped curve centered around zero. Most values are concentrated near the mean, with a gradual decline toward the tails, suggesting a symmetrical distribution. However, slight deviations from normality may exist at the tails. This visual assessment supports the assumption of normality.

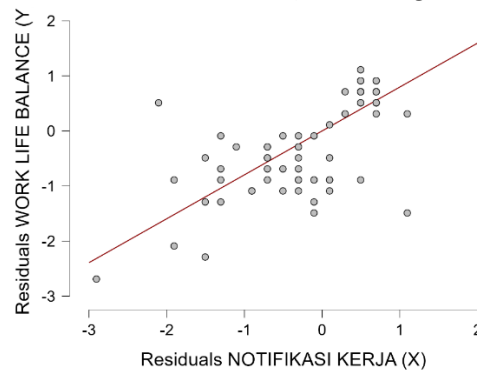
**Figure 1.** Standardized Residuals Histogram



Source: Processed Data Output from JASP Software 0.19.1

Figure 2 presents the results of the linearity test using a partial regression plot. The scatter plot displays the residuals of the independent variable (Work Notification, X) against the residuals of the dependent variable (Work-Life Balance, Y). The red regression line suggests a positive linear relationship between the two variables, indicating that as work notifications increase, work-life balance also tends to change in a consistent pattern. The spread of data points around the regression line appears relatively uniform, supporting the assumption of linearity. However, some dispersion is visible, suggesting minor deviations that should be further assessed using statistical tests. Overall, the plot provides evidence that a linear regression model is appropriate for analyzing the relationship between work notifications and work-life balance.

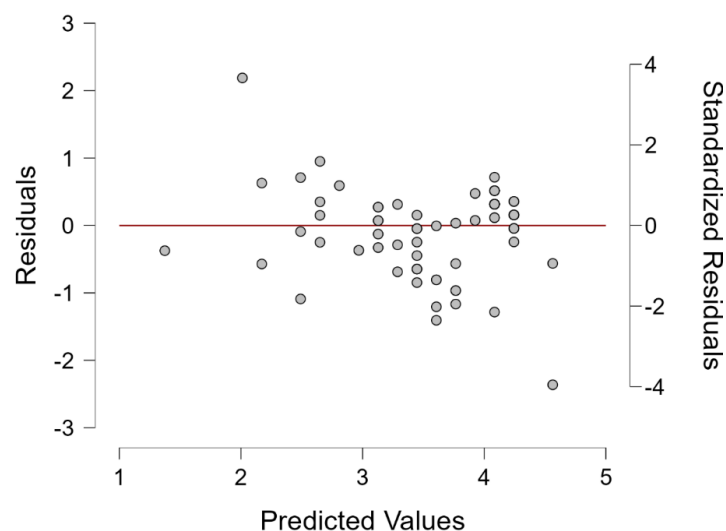
**Figure 2.** Linarites Test Results (Partial Regression Plots)



Source: Processed Data Output from JASP Software 0.19.1

Figure 3 presents the results of the heteroskedasticity test using a residuals vs. predicted values scatter plot. The plot displays the distribution of residuals across predicted values, with the red horizontal line representing the expected residual mean of zero. The residuals appear to be randomly scattered without forming a distinct pattern, suggesting that the variance remains relatively constant across different levels of predicted values. This indicates that heteroskedasticity is not a major concern, meaning the assumption of homoskedasticity is likely met. However, minor variations in residual dispersion should be further evaluated using statistical tests such as the Breusch-Pagan or White test for confirmation.

**Figure 3.** Heteroskedasticities Test Results (Residuals vs. Predicted)



Source: Processed Data Output from JASP Software 0.19.1

#### 4.5 Regression Analysis Results

Table 5 presents a summary of the hypothesis testing results, providing a clear overview of the relationship between work notifications and work-life balance among TPS supervisors. The findings indicate a significant positive correlation, as demonstrated by the standardized coefficient ( $\beta = 0.730$ ,  $p < 0.001$ ), suggesting that an increase in work notifications strongly influences the balance between professional and personal life. The model's R-squared value (0.797) further confirms that work notifications account for approximately 79.7% of the variance in work-life balance, while the remaining 20.3% is influenced by other external factors.

**Table 5.** Simple Linear Regression Results

Model		Unstandardized	Standard Error	Standardized	t	p
M <sub>0</sub>	(Intercept)	3.689	0.090		40.889	< .001
M <sub>1</sub>	(Intercept)	0.577	0.310		1.859	0.066
	Work Notification (X)	0.797	0.078	0.730	10.244	< .001

Source: Processed Data Output from JASP Software 0.19.1

The study results indicate that work notifications contribute 79.7% to the work-life balance of TPS supervisors, while the remaining 20.3% is influenced by other variables. This finding aligns with previous research showing that 31% of workers experience an increase in notifications outside working hours, with 24% reporting concentration disturbances. A good work-life balance has been proven to enhance productivity and work efficiency. Employees who can balance job demands with personal life tend to experience lower stress levels and work more efficiently.

Several factors support the work-life balance of TPS supervisors, including job flexibility, organizational support, and effective time management. The practical implications of this study suggest that organizations need to focus on more flexible work schedules, limiting notifications outside working hours, and providing support for employee well-being. The findings reinforce previous studies that highlight the positive impact of work-life balance on employee performance, with a significant contribution of 79.7%. This emphasizes the importance of managing work notifications to achieve an optimal balance between work and personal life for TPS supervisors.

The study reveals that work notifications significantly affect the work-life balance of TPS supervisors in the 2024 Simultaneous Elections in Bruno District. A high intensity of work notifications has been proven to reduce the balance between work and personal life. This finding indicates that an excessively demanding work system without considering rest time can negatively impact the well-being of election officials. These results provide important implications for election organizers to design a more humane work strategy, such as implementing scheduled notifications, time management training, and

psychological support for TPS supervisors. Through these measures, it is hoped that the quality of election implementation can be maintained without compromising the well-being of the officials. This conclusion serves as a basis for policy-making that supports the sustainability of an effective and human-centered election system.

## 5. CONCLUSIONS

This study aims to analyze the impact of work notifications on the work-life balance of TPS Supervisors during the 2024 Simultaneous Regional Elections in Bruno District. The results of a simple linear regression analysis indicate that work notifications have a significant influence on work-life balance, contributing 79.7% to the overall variation. These findings suggest that a high frequency of work notifications can negatively affect TPS Supervisors' ability to balance their professional and personal lives. Additionally, the second hypothesis is supported by the data, demonstrating that an individual's ability to effectively manage work notifications can moderate the negative relationship between notification frequency and work-life balance.

The phenomenon of alert anxiety—the stress caused by anticipating or receiving work notifications—has been identified as a key factor affecting the well-being of TPS Supervisors. This issue is further exacerbated by the nature of their responsibilities, which demand immediate responses even outside official working hours, as mandated by KPU RI Circular Letter No. 5 of 2022 regarding 24-hour integrated service.

This research makes a significant contribution to the literature on the impact of work notifications on work-life balance, particularly in high-responsibility roles such as TPS Supervisors. It strengthens the boundary blurring theory (Thompson et al., 2023), which explains how digital notifications blur the boundaries between work and personal time. Additionally, it supports the concept of alert anxiety (Davidson & Park, 2023) as a psychological factor influencing the well-being of employees in demanding roles.

From a work-life balance theory perspective, this study highlights the relevance of time, energy, commitment, and control in explaining the imbalance experienced by TPS Supervisors. The findings emphasize the importance of moderation in the relationship between work notifications and work-life balance, serving as a foundation for further theoretical development in modern workplace notification management.

The study's findings have significant implications for election organizers, such as the General Elections Commission (KPU), in designing a more humane working system for TPS Supervisors. Several practical recommendations include implementing policies to limit notifications outside official working hours to reduce the mental and physical burden on TPS Supervisors. Providing training on effective time and task management can help supervisors prioritize their responsibilities, while offering counseling services or psychological support programs can assist them in coping with stress and anxiety caused by their workload. Additionally, introducing a task rotation system can help distribute

workloads more evenly and enhance overall efficiency. These measures are expected to improve TPS Supervisors' well-being without compromising the effectiveness of election implementation. Moreover, the study's findings can serve as a foundation for other organizations to develop policies that support work-life balance for employees in high-responsibility roles.

While this study provides valuable insights into the impact of work notifications on TPS Supervisors' work-life balance, several areas warrant further exploration. Future research could examine the long-term effects of work notifications on the well-being of TPS Supervisors through longitudinal studies. Comparative research could also investigate how work notifications affect employees in different high-responsibility roles versus those in less demanding professions. With rapid technological advancements, future studies could explore how new collaboration tools, such as AI-based applications, influence productivity and work-life balance. Additionally, research could consider factors such as individual personality traits, organizational culture, and social support to develop a more comprehensive understanding of the relationship between work notifications and work-life balance. By addressing these research gaps, future studies can provide deeper insights into managing digital work notifications while ensuring employee well-being in high-pressure work environments.

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