

THE RELATIONSHIP OF PSYCHOLOGICAL AND VOICE BEHAVIOR TO WORK-STUDY CONFLICT AMONG WORKIN STUDENT

Hamzah Nabawi^{1*}, Sepakat Zega²

Management Study Program, Faculty of Economics and Business, Pamulang University
Tangerang, Indonesia

Author's Email:

¹hamzahnabawi60@gmail.com, ²pakatzega@gmail.com

Corresponding author:

hamzahnabawi60@gmail.com

Abstract. *This study aims to analyze the influence of Psychological Safety and Voice Behavior on Work-Study Conflict. The research method used was a quantitative method with descriptive and associative approaches. Data were collected through questionnaires distributed to 100 respondents. The data analysis technique used IBM SPSS Statistics, including validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, t-tests, F-tests, and coefficient of determination tests. The results showed that the Psychological Safety variable did not have a significant effect on Work-Study Conflict with a significance value of 0.524. Meanwhile, Voice Behavior had a positive and significant effect on Work-Study Conflict with a significance value of 0.018. Simultaneously, Psychological Safety and Voice Behavior had a significant effect on Work-Study Conflict with a significance value of 0.002. The coefficient of determination value of 0.117 indicates that the independent variables were able to explain the dependent variable by 11.7%, while the remaining percentage was influenced by other factors outside this study.*

Keywords: *Multiple Linear Regression; Psychological Safety; Voice Behavior; Work-Study Conflict*

1. INTRODUCTION

In today's modern era, students and employees are required to balance academic responsibilities and work obligations simultaneously. This condition often creates conflicts between study activities and work responsibilities, commonly referred to as Work-Study Conflict. Such conflicts may affect academic performance, work productivity, and individuals' psychological well-being.

One factor believed to influence Work-Study Conflict is Psychological Safety. Psychological Safety refers to a condition in which individuals feel safe expressing opinions, ideas, and mistakes without fear of pressure or punishment from their environment. Individuals with high psychological safety tend to feel more comfortable carrying out both academic and work-related activities, thereby minimizing potential conflicts.

In addition, Voice Behavior is also an important factor in both academic and work environments. Voice Behavior refers to individuals' behavior in expressing ideas, suggestions, or constructive feedback aimed at improving organizational or environmental conditions. Individuals who actively express their opinions usually demonstrate higher involvement in their activities. However, in certain situations, high levels of voice behavior may also increase pressure and conflict due to greater responsibilities and involvement.

Based on these conditions, this study was conducted to examine the influence of Psychological Safety and Voice Behavior on Work-Study Conflict.

2. LITERATURE REVIEW

Several previous studies have shown that Psychological Safety is related to individuals' comfort in both working and learning environments. High psychological safety can create an environment that supports openness and reduces psychological pressure.

Other studies explain that Voice Behavior can increase individuals' involvement within organizations. However, high involvement may sometimes create role conflict, especially for individuals who must divide their time between work and study.

Based on previous studies, there are still inconsistencies in research findings regarding the relationship between Psychological Safety, Voice Behavior, and Work-Study Conflict. Therefore, this study is important to be conducted again.

THEORY AND INDICATORS

Psychological Safety

Psychological Safety is a condition in which individuals feel safe expressing their opinions without fear.

Indicators :

- Feeling safe expressing opinions
- Not being afraid of making mistakes
- Environmental support
- Comfort in social interaction

Voice Behavior

Voice Behavior refers to individuals' behavior in providing ideas, suggestions, or constructive criticism.

Indicators:

- Providing suggestions
- Offering new ideas
- Courage to express criticism
- Active participation in discussions

Work-Study Conflict

Work-Study Conflict is a conflict arising from the imbalance between work and academic demands.

Indicators:

- Difficulty managing time
- Physical and mental exhaustion
- Reduced focus on studying
- Work disruptions caused by academic activities

RESEARCH NOVELTY

The novelty of this study lies in combining the variables of Psychological Safety and Voice Behavior in analyzing Work-Study Conflict. Furthermore, this research was conducted on respondents who simultaneously engage in work and educational activities, providing a more relevant representation of current conditions.

HYPOTHESES

H1: Psychological Safety affects Work-Study Conflict.

H2: Voice Behavior affects Work-Study Conflict.

H3: Psychological Safety and Voice Behavior simultaneously affect Work-Study Conflict.

3. RESEARCH METHODS

3.1 Research Approach

This study used a quantitative approach because the research data consisted of numerical values analyzed statistically.

1. Type of Research

The type of research used is descriptive and associative research. Descriptive research is used to describe the condition of the research variables, while associative research is used to determine the relationship between variables.

3.2 Research Respondents

The total number of respondents in this study was 100 respondents.

Research Respondent Table		
No.	Description	Total
1	Responden	100
2	Total	100

3.3 Data Collection Techniques

Data collection techniques included:

- Questionnaires
- Observation
- Literature

The questionnaire was designed using a Likert scale ranging from strongly disagree to strongly agree.

1. Questionnaire

A questionnaire is a data collection technique conducted by distributing a list of questions or statements to respondents. In this study, questionnaires were used to obtain information regarding Psychological Safety, Voice Behavior, and Work-Study Conflict. The statements were arranged using a Likert scale ranging from strongly disagree to strongly agree. This technique was chosen because it enables rapid data collection and facilitates quantitative data analysis.

2. Observation

Observation is a data collection technique conducted through direct observation of conditions or phenomena related to the research. In this study, observation was carried out to examine respondents' behavior and conditions related to work and study activities. This technique helped researchers gain a clearer understanding of respondents' actual situations.

3. Literature Study

A literature study is a data collection technique conducted by reviewing various reference sources such as books, journals, scientific articles, and previous studies related to the research topic. In this study, literature studies were used to obtain theoretical foundations, concepts, and previous research findings regarding Psychological Safety, Voice Behavior, and Work-Study Conflict.

3.4 Data Analysis Techniques

Data analysis was conducted using IBM SPSS Statistics with the following stages:

1. Validity Test

Used to determine whether the research instruments were valid. Based on the test results, all statement items were declared valid because they had significance values below 0.05.

2. Reliability Test

Used to determine the consistency of the research instruments. Cronbach's Alpha values for each variable were greater than 0.70, indicating that all variables were reliable.

3. Normality Test

The Kolmogorov-Smirnov test results showed a Monte Carlo significance value of 0.315 > 0.05, indicating that the data were normally distributed.

4. Multicollinearity Test

The tolerance value was 0.276 > 0.10 and the VIF value was 3.619 < 10, indicating no multicollinearity.

5. Heteroscedasticity Test

The significance values of all variables were greater than 0.05, indicating no heteroscedasticity.

6. Autocorrelation Test

The Durbin-Watson value of 1.724 indicated no autocorrelation.

7. Multiple Linear Regression Analysis

The regression equation obtained was:

$$Y = 7.686 - 0.137X_1 + 0.500X_2$$

Description:

- Y = Work-Study Conflict
- X_1 = Psychological Safety
- X_2 = Voice Behavior

8. t-Test (Partial)

- Psychological Safety did not significantly affect Work-Study Conflict with a significance value of 0.524 > 0.05.
- Voice Behavior significantly affected Work-Study Conflict with a significance value of 0.018 < 0.05.

9. F-Test (Simultaneous)

The F-test results showed a significance value of 0.002 < 0.05, indicating that Psychological Safety and Voice Behavior simultaneously influenced Work-Study Conflict.

10. Coefficient of Determination

The R Square value of 0.117 indicates that Psychological Safety and Voice Behavior explained 11.7% of Work-Study Conflict, while the remaining percentage was influenced by other factors outside this study.

4. RESULTS AND DISCUSSION

Validity Test Results

Table of Research Instrument Validity Test Results

Variable	Item Code	r-Count	r-Table	Sig(2-tailed)	Description
Psychological Safety (X1)	P1	0,622	0,196	0,000	Valid
	P2	0,743	0,196	0,000	Valid
	P3	0,734	0,196	0,000	Valid

**The Sixth International Conference on Innovation in Social Sciences
Education and Engineering (ICoISSEE-6)**

Bandung, Indonesia, July 25, 2026

	P4	0,809	0,196	0,000	Valid
Voice Behavior (X2)	P1	0,861	0,196	0,000	Valid
	P2	0,718	0,196	0,000	Valid
	P3	0,731	0,196	0,000	Valid
	P4	0,820	0,196	0,000	Valid
Work-Study Conflict (Y)	P1	0,788	0,196	0,000	Valid
	P2	0,766	0,196	0,000	Valid
	P3	0,701	0,196	0,000	Valid
	P4	0,824	0,196	0,000	Valid

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the validity test results, all statement items for the variables Psychological Safety, Voice Behavior, and Work-Study Conflict obtained r-count values greater than the r-table value of 0.1966, with significance levels below 0.05. These results indicate that all questionnaire items were able to measure the research variables accurately and appropriately according to the research objectives. Therefore, all research instruments were declared valid and suitable for use as data collection tools in this study.

Reliability Test Results

Variable	Cronbach's Alpha	Reliability Standard	Keterangan
Psychological Safety (X1)	0,896	0,70	Reliabel
Voice Behavior (X2)	0,861	0,70	Reliabel
Work-Study Conflict (Y)	0,824	0,70	Reliabel

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the reliability test results, the Psychological Safety variable obtained a Cronbach's Alpha value of 0.896, Voice Behavior obtained 0.861, and Work-Study Conflict obtained 0.824. All Cronbach's Alpha values exceeded the reliability standard of 0.70. This indicates that all research instruments had good consistency in measuring the research variables. Therefore, the research instruments were considered reliable and suitable for obtaining accurate research data.

Classical Assumption Tests

Normality Test

Normality Test Results Table

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	0
	Std. Deviation	4.0640302
Most Extreme Differences	Absolute	0.095
	Positive	0.067
	Negative	-0.095
Test Statistic		0.095

Asymp. Sig. (2-tailed)			.028 ^c
Monte Carlo Sig. (2-tailed)	Sig.		.315 ^d
	95% Confidence Interval	Lower Bound	0.306
		Upper Bound	0.324
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Based on 10000 sampled tables with starting seed 2000000.			

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the One-Sample Kolmogorov-Smirnov Test, the Monte Carlo significance value was 0.315, which is greater than 0.05. This result indicates that the residual data in this study were normally distributed. Since the normality assumption was fulfilled, the regression model was considered appropriate for further analysis.

Multicollinearity Test

Multicollinearity Test Results Table

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	PSYCHOLOGICAL SAFETY	0.276	3.619
	VOICE BEHAVIOR	0.276	3.619
a. Dependent Variable: WORK-STUDY CONFLICT			

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the results of the multicollinearity test, the independent variables Psychological Safety and Voice Behavior each have a tolerance value of 0.276, which is greater than the minimum threshold of 0.10, and a Variance Inflation Factor (VIF) value of 3.619, which is well below the maximum acceptable limit of 10. These findings indicate that the correlation between the independent variables is still within a reasonable range and does not create serious multicollinearity issues in the regression model. In other words, each variable provides distinct and meaningful information in explaining the variation of the dependent variable, without causing significant overlap with the other independent variable. The absence of multicollinearity suggests that the regression coefficients can be estimated accurately and interpreted reliably, as they are not affected by excessive relationships among the explanatory variables. Therefore, it can be concluded that the regression model satisfies the multicollinearity assumption and is suitable for further analysis, including hypothesis testing, because Psychological Safety and Voice Behavior are able to influence the dependent variable independently and effectively.

Heteroscedasticity Test

Heteroscedasticity Test Table

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.162	0.165		13.092	0
	PSYCHOLOGICAL SAFETY	-0.011	0.02	-0.101	-0.539	0.591
	VOICE BEHAVIOR	0.034	0.019	0.327	1.748	0.084
a. Dependent Variable: LN						

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the results of the heteroscedasticity test, the Psychological Safety variable obtained a significance value of 0.591 and the Voice Behavior variable obtained 0.084. Both values are greater than 0.05, so it can be concluded that the regression model in this study does not exhibit signs of heteroscedasticity. This indicates that the residual variance in the regression model is constant or there is no inequality of variance among the residuals, so the regression model is considered good and meets the heteroscedasticity assumption.

Autocorrelation Test

Autocorrelation Test Result Table

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.343 ^a	0.117	0.099	4.10571	1.724
a. Predictors: (Constant), VOICE BEHAVIOR, PSYCHOLOGICAL SAFETY					
b. Dependent Variable: WORK-STUDY CONFLICT					

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the results of the autocorrelation test, a Durbin-Watson value of 1.724 was obtained. This value is within the range of -2 to +2, so it can be concluded that the regression model in this study does not experience autocorrelation. This means that there is no relationship or correlation between the residuals of one observation and the residuals of another observation. Therefore, the regression model is feasible to use in the study because it has met the autocorrelation assumption.

Multiple Linear Regression Analysis

Multiple Linear Regression Results Table

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.343 ^a	0.117	0.099	4.10571
a. Predictors: (Constant), VOICE BEHAVIOR, PSYCHOLOGICAL SAFETY				

Source: IBM SPSS Statistics output, processed by the researcher (2026)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	217.392	2	108.696	6.448	.002 ^b
	Residual	1635.12	97	16.857		
	Total	1852.51	99			
a. Dependent Variable: WORK-STUDY CONFLICT						
b. Predictors: (Constant), VOICE BEHAVIOR, PSYCHOLOGICAL SAFETY						

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.686	1.776		4.327	0.000
	PSYCHOLOGICAL SAFETY	-0.137	0.214	-0.116	-0.639	0.524
	VOICE BEHAVIOR	0.5	0.208	0.436	2.401	0.018
a. Dependent Variable: WORK-STUDY CONFLICT						

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the results of multiple linear regression analysis, the regression equation is obtained:

$$Y = 7.686 - 0.137X_1 + 0.500X_2$$

The regression equation indicates that the constant value of 7.686 means that if the variables Psychological Safety and Voice Behavior are considered constant or zero, the value of Work-Study Conflict will be 7.686. The regression coefficient of the Psychological Safety variable of - 0.137 indicates that each increase in Psychological Safety will decrease Work-Study Conflict by

0.137. Meanwhile, the regression coefficient of Voice Behavior of 0.500 indicates that each increase in Voice Behavior will increase Work-Study Conflict by 0.500. Therefore, Voice Behavior has a greater effect than Psychological Safety on Work-Study Conflict.

t Test (Partial)

t Test Result Table

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.686	1.776		4.327	0
	PSYCHOLOGICAL SAFETY	-0.137	0.214	-0.116	-0.639	0.524
	VOICE BEHAVIOR	0.5	0.208	0.436	2.401	0.018
a. Dependent Variable: WORK-STUDY CONFLICT						

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the results of the partial t-test, the Psychological Safety variable obtained a significance value of 0.524, which is greater than 0.05. These results indicate that Psychological Safety does not have a significant effect on Work-Study Conflict, so the first hypothesis is rejected. Meanwhile, the Voice Behavior variable obtained a significance value of 0.018, which is less than 0.05. This indicates that Voice Behavior has a positive and significant effect on Work-Study Conflict, so the second hypothesis is accepted. Thus, the higher the Voice Behavior, the more Work-Study Conflict tends to increase.

F Test (Simultaneous)

F Test Results Table

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.686	1.776		4.327	0
	PSYCHOLOGICAL SAFETY	-0.137	0.214	-0.116	-0.639	0.524
	VOICE BEHAVIOR	0.5	0.208	0.436	2.401	0.018

a. Dependent Variable: WORK-STUDY CONFLICT

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the results of the simultaneous F test, a significance value of 0.002 was obtained, which is smaller than 0.05. These results indicate that the variables of Psychological Safety and Voice Behavior together have a significant effect on Work-Study Conflict. Thus, the third hypothesis in this study is accepted. This shows that the combination of the two independent variables is able to influence the level of Work-Study Conflict experienced by the respondents.

Coefficient of Determination (R^2)

Table of Test Results for the Coefficient of Determination (R^2)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.686	1.776		4.327	0.000
	PSYCHOLOGICAL SAFETY	-0.137	0.214	-0.116	-0.639	0.524
	VOICE BEHAVIOR	0.5	0.208	0.436	2.401	0.018
a. Dependent Variable: WORK-STUDY CONFLICT						

Source: IBM SPSS Statistics output, processed by the researcher (2026)

Based on the results of the coefficient of determination, the R Square value obtained is 0.117 or 11.7%. This indicates that the variables Psychological Safety and Voice Behavior are able to explain 11.7% of the influence on Work-Study Conflict, while the remaining 88.3% is influenced by other variables outside of the study that are not examined in this model. Thus, it can be concluded that there are still many other factors affecting Work-Study Conflict besides Psychological Safety and Voice Behavior.

CONCLUSION

Based on the research results, it can be concluded that the variable Psychological Safety does not have a significant effect on Work-Study Conflict, whereas Voice Behavior has a positive and significant effect on Work-Study Conflict. Simultaneously, Psychological Safety and Voice Behavior have a significant effect on Work-Study Conflict. The study results also show that the independent variables in this study are able to explain 11.7% of Work-Study Conflict, while the remaining is influenced by other factors outside the study. Thus, Voice Behavior becomes the variable that has a more dominant effect on Work-Study Conflict compared to Psychological Safety.

SUGGESTION

Based on the research results, it is recommended that working students be able to manage time, responsibilities, and communication well so that conflicts between work and study can be

minimized. In addition, both the work and academic environments are expected to create an atmosphere that supports psychological safety so that individuals feel comfortable expressing opinions and carrying out their activities. For future researchers, it is hoped that they can add other variables such as work stress, workload, motivation, or time management so that the research results become broader and can explain other factors that influence Work-Study Conflict.

REFERENCES

- Albert O. Hirschman. (1970). *Exit, voice, and loyalty: Responses to decline in firms, organizations, and states*. Harvard University Press.
- Amy Edmondson. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44(2), 350–383.
- Imam Ghozali. (2021). *Multivariate analysis application using IBM SPSS*. Badan Penerbit Universitas Diponegoro.
- James L. Price. (2001). Reflections on the determinants of voluntary turnover. *International Journal of Manpower*, 22(7), 600–624.
- Jeffery H. Greenhaus., & Nicholas J. Beutell. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, 10(1), 76–88.
- LePine., & Van Dyne. (1998). Predicting voice behavior in work groups. *Journal of Applied Psychology*, 83(6), 853–868.
- Robbins., & Judge. (2017). *Organizational behavior* (17th ed.). Pearson Education.
- Sekaran., & Bougie. (2016). *Research methods for business: A skill-building approach* (7th ed.). Wiley.
- Sugiyono. (2022). *Quantitative, qualitative, and R&D research methods*. Alfabeta.
- Wiratna Sujarweni. (2020). *Business and economic research methodology*. Pustaka Baru Press.