

WORKLIFE BALANCE DITINJAU DARI BEBAN KERJA KARYAWAN GENERASI Z DI PT. X

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INTISARI

Penelitian ini bertujuan untuk mengidentifikasi hubungan antara beban kerja dan *Work-Life Balance* (WLB) pada karyawan Generasi Z di PT X. Generasi Z diketahui memiliki preferensi kerja yang unik, terutama terkait fleksibilitas dan keseimbangan antara pekerjaan dan kehidupan pribadi. Studi ini menggunakan metode kuantitatif dengan jumlah sampel 110 responden dari populasi 160 karyawan. Responden ditentukan menggunakan teknik *simple random sampling*, sementara proses pengumpulan data dilaksanakan melalui skala WLB berdasarkan dimensi dari Fisher *dkk.* (2009) dan skala beban kerja berdasarkan dimensi Santanu & Madhani (2022). Uji validitas dan reliabilitas yang dilakukan dengan bantuan *SPSS* menunjukkan bahwa 32 *item* pada skala WLB dan 29 *item* pada skala beban kerja dinyatakan valid, dengan nilai reliabilitas masing-masing sebesar 0,914 dan 0,927. Uji asumsi membuktikan data berdistribusi normal dan hubungan antarvariabel bersifat linier. Analisis menggunakan *Pearson Product Moment* mencerminkan adanya relasi negatif yang substansial antara beban kerja dan WLB ($r = -0,463$, $p = 0,002$), dengan kontribusi efektif sebesar 57,1%. Hasil penelitian menunjukkan bahwa peningkatan beban kerja berdampak pada penurunan *Work-Life Balance* karyawan. Temuan ini memberikan implikasi penting bagi organisasi untuk mengatur beban kerja secara efektif agar dapat membentuk suasana kerja yang selaras serta mendorong terciptanya kesejahteraan bagi para karyawannya.

Kata Kunci : Beban Kerja, *Work Life Balance*

WORK-LIFE BALANCE IN RELATION TO WORKLOAD AMONG GENERATION Z EMPLOYEES AT PT. X

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ABSTRACT

This study aims to identify the relationship between workload and Work-Life Balance (WLB) among Generation Z employees at PT X. Generation Z is known to have unique work preferences, particularly regarding flexibility and balance between professional and personal life. This research employed a quantitative method, involving 110 respondents selected from a population of 160 employees through simple random sampling. Data collection was conducted using the WLB scale based on dimensions proposed by Fisher et al. (2009) and the workload scale based on the dimensions by Santanu & Madhani (2022). Validity and reliability tests using SPSS confirmed that 32 items in the WLB scale and 29 items in the workload scale were valid, with reliability coefficients of 0.914 and 0.927, respectively. Assumption testing demonstrated that the data were normally distributed and showed a linear relationship between variables. Analysis using the Pearson Product Moment correlation revealed a significant negative relationship between workload and WLB ($r = -0.463$, $p = 0.002$), with an effective contribution of 57.1%. The findings indicate that an increase in workload negatively affects employees' Work-Life Balance. These results hold important implications, suggesting that organizations need to manage workloads effectively to foster a harmonious work environment and promote employee well-being.

Keywords : Workload, Work Life Balance