

**RELATIONSHIP BETWEEN WORK LIFE BALANCE AND WORK
ENGAGEMENT AMONG MILENIAL GENERATION EMPLOYEES IN
INDONESIA DURING THE COVID-19 PANDEMIC**

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ABSTRACT

This study was conducted to determine the relationship between work life balance, especially in its three dimensions with work engagement for millennial generation employees in Indonesia during the Covid-19 pandemic. There are three hypotheses in this study, there is a negative and significant relationship between work interference with personal life (WIPL) and work engagement (WE), there is a negative and significant relationship between personal life interference with work (PLIW) and work engagement (WE), and there is a positive and significant relationship between work/personal life enhancement (WPLE) and work engagement (WE). Participants in this study were 506 millennials male and female employees aged between 21 to 41 years. The method of data collection is through an online survey using a google form. The data collected utilized a short form adaptation of the Utrecht Work Engagement Scale (UWES) measuring instrument owned by Schaufeli and Bakker (2003) (9 items, $\alpha=0,848$) and an adaptation of Fisher's (2001) work life balance scale (21 items, first dimension $\alpha=0,910$; second dimension $\alpha=0,861$; third dimension $\alpha=0,686$). Both scales have gone through a validation process using the expert judgment method. The analysis in this study uses non-parametric Spearman's Rho analysis. The results of this study is that there is a negative and significant relationship between WIPL and WE ($r = -0.201$; $p = 0.000 < 0.05$). There is a negative and significant relationship between PLIW and WE ($r = -0.224$; $p = 0.000 < 0.05$), and lastly there is a positive and significant relationship between WPLE and WE ($r = 0.391$; $p = 0.000 < 0.05$).

Keywords : Work Life Balance, Work Engagement, Millennial Generation, Covid-19

HUBUNGAN WORK LIFE BALANCE (WLB) DENGAN WORK ENGAGEMENT PADA KARYAWAN GENERASI MILENIAL DI INDONESIA PADA MASA PANDEMI COVID-19

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui hubungan antara *work life balance* khususnya pada tiga dimensi di dalamnya dengan *work engagement* pada karyawan generasi milenial di Indonesia pada masa pandemi *Covid-19*. Hipotesis penelitian ini ada tiga yaitu, ada hubungan negatif dan signifikan antara *work interference with personal life (WIPL)* dengan *work engagement (WE)*, ada hubungan negatif dan signifikan antara *personal life interference with work (PLIW)* dengan *work engagement (WE)*, dan ada hubungan positif dan signifikan antara *work/ personal life enhancement (WPLE)* dengan *work engagement (WE)*. Partisipan dalam penelitian ini sejumlah 506 karyawan generasi milenial laki – laki dan perempuan yang berusia antara 21 hingga 41 tahun. Metode pengambilan data melalui survei online menggunakan *google form*. Alat pengumpulan data yang digunakan berupa adaptasi *short form* dari alat ukur *Utrecht Work Engagement Scale (UWES)* milik Schaufeli dan Bakker (2003) (9 item, $\alpha=0,848$) dan adaptasi skala *work life balance* milik Fisher (2001) (21 item, dimensi pertama $\alpha=0,910$; dimensi kedua $\alpha=0,861$; dimensi ketiga $\alpha=0,686$). Kedua skala telah melalui proses validasi dengan metode *expert judgement*. Analisis dalam penelitian ini menggunakan analisis non-parametric *Spearman's Rho*. Hasil dari penelitian ini yaitu terdapat hubungan yang negatif dan signifikan antara WIPL dengan WE ($r = -0,201$; $p = 0,000 < 0,05$). Terdapat hubungan yang negatif dan signifikan antara PLIW dengan WE ($r = -0,224$; $p = 0,000 < 0,05$), dan terdapat hubungan yang positif dan signifikan antara WPLE dengan WE ($r = 0,391$; $p = 0,000 < 0,05$).

Kata kunci : *Work Life Balance, Work Engagement, Generasi Milenial, Covid-19*