

**HUBUNGAN ANTARA *WORK-LIFE BALANCE* DENGAN STRES KERJA  
PADA KARYAWAN GENERASI MILENIAL YANG BEKERJA DI  
PERUSAHAAN *START-UP***

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara *work-life balance* dengan stres kerja pada karyawan generasi milenial yang bekerja di perusahaan *start-up*. Hipotesis yang diajukan yaitu terdapat hubungan negatif antara *work-life balance* dan stres kerja pada karyawan generasi milenial. Penelitian ini melibatkan 162 karyawan generasi milenial yang bekerja di perusahaan *start-up*. Penelitian ini merupakan penelitian kuantitatif dengan teknik *non-probability sampling*. Pengambilan data pada penelitian ini dilakukan secara daring menggunakan media *google form* yang terdiri dari dua skala, yaitu *Work/Nonwork Interference and Enhancement Measurement* dan Skala Stres Kerja. Uji coba skala menunjukkan hasil koefisien reliabilitas berstrata pada *Work/Nonwork Interference and Enhancement Measurement* sebesar 0,899 dan pada skala stres kerja sebesar 0,959. Data pada penelitian ini menunjukkan distribusi data yang tidak terdistribusi secara normal. Oleh karena itu analisis data menggunakan teknik *Spearman's rho*. Hasil uji analisis menunjukkan koefisien korelasi sebesar -0,693 dengan (p) sebesar .000 ( $p < .05$ ). Berdasarkan hasil tersebut, dapat disimpulkan bahwa terdapat hubungan negatif yang kuat dan signifikan antara *work-life balance* dengan stres kerja pada karyawan generasi milenial yang bekerja di perusahaan *start-up*. Penelitian ini menyiratkan pentingnya *work-life balance* untuk menurunkan stres kerja pada karyawan generasi milenial perusahaan *start-up* dengan pengelolaan sumber daya manusia.

**Kata kunci:** *Work-life balance*, stres kerja, generasi milenial, dan perusahaan *start-*

*up*

***CORRELATION BETWEEN WORK-LIFE BALANCE WITH WORK STRESS  
IN MILLENNIAL GENERATION EMPLOYEES WORKING IN START-UP  
COMPANIES***

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***ABSTRACT***

*The research aimed to determine the relationship between work-life balance and work stress in millennial generation employees who work in start-up companies. The hypothesis proposed that there was a negative relationship between work-life balance and work stress in millennial generation employees. This research involved 162 millennial generation employees who worked in start-up companies. This research was quantitative research with non-probability sampling technique. Data collection in this research was carried out online using Google form media which consists of two scales, which are Work/Nonwork Interference and Enhancement Measurement and Work Stress Scale. The scale trial showed that the stratified reliability coefficient on the Work/Nonwork Interference and Enhancement Measurement was 0.899 and on the work stress scale it was 0.959. The data in this study showed that the data distribution was not distributed normally. Therefore, data analysis used Spearman's rho technique. The result of the analysis test showed a correlation coefficient of -0.693 with (p) of .000 ( $p < .05$ ). Based on these results, it can be concluded that there was a strong and significant negative relationship between work-life balance and work stress in millennial generation employees who work in start-up companies. This research implies the importance of work-life balance to reduce work stress in millennial generation employees of start-up companies by managing human resources.*

***Keywords:*** *Work-life balance, work stress, millennial generation employees, start-up companies*