

**HUBUNGAN ANTARA *WORK LIFE BALANCE*  
DAN *PSYCHOLOGICAL-WELL BEING* PADA KARYAWAN**

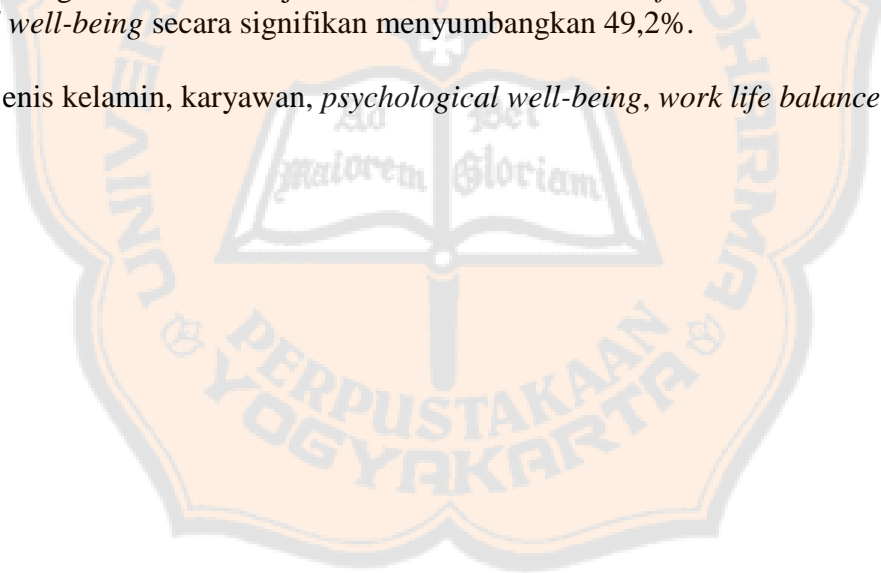
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**ABSTRAK**

Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara *work life balance* dan *psychological well-being* pada karyawan perusahaan swasta. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *work life balance* dan *psychological well-being* pada karyawan. Responden penelitian ini adalah 233 karyawan PT. X dengan kriteria: berstatus sudah berkeluarga dan memiliki anak. Data dikumpulkan dengan skala *work life balance* (Fisher *et al.*, 2009) dan skala *Ryff's Psychological Well-Being* (Ryff, 2013) yang sudah di translasi oleh penulis dengan metode *back translate*. Skala *work life balance* memiliki reliabilitas *alpha cronbach* sebesar 0,901 dan *Ryff's Psychological Well-Being Scale* memiliki reliabilitas *alpha cronbach* sebesar 0,922. Penelitian ini menggunakan *Multiple Regression* dalam melakukan analisis korelasi. Hasil menunjukkan dengan memasukan jenis kelamin selain *work life balance* dalam memprediksi *psychological well-being* secara signifikan menyumbangkan 49,2%.

**Kata kunci:** jenis kelamin, karyawan, *psychological well-being*, *work life balance*.



**THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE  
AND PSYCHOLOGICAL WELL-BEING IN EMPLOYEES**

Study in Psychology in Sanata Dharma in Sanata Dharma University

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**ABSTRACT**

*The purpose of this study was to determine the relationship between work-life balance and the psychological well-being on employees of private companies. The hypothesis in this study is that there is a positive relationship between work-life balance and psychological well-being in employees. The sample in this study were 233 employees of PT. X with the following criteria: married and have children. Data were collected with the work-life balance scale (Fisher et al, 2009) and Ryff's Psychological Well-being scale (Ryff, 2013) which has been translated by the author using the back translation method. The work-life balance scale has a Cronbach alpha reliability of 0.901 and Ryff's Psychological Well-Being Scale has a Cronbach alpha reliability of 0.922. This study uses Multiple Regression in conducting correlation analysis. The results showed that including gender in addition to work-life balance in predicting psychological wellbeing significantly contributed 49.2%.*

**Key words:** *gender, employees, psychological well-being, work life balance.*

