

ABSTRAK

Mahardita, Adela Tiara. 2025. Hubungan *Flexibility Work Arrangement* dan *Work-Life Balance* pada Karyawan Wanita Generasi Z. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan *Flexibility Work Arrangement* dan *work-life balance* pada karyawan wanita generasi Z. Partisipan yang terlibat dalam penelitian ini adalah 228 orang yang merupakan karyawan wanita generasi Z usia 20 – 30 tahun. Hipotesis dalam penelitian ini adalah terdapat hubungan negatif antara *Flexibility Work Arrangement* dan dua dimensi *work-life balance*, yaitu: 1) *Work Interference with Personal Life*; 2) *Personal Life Interference with Work*; serta terdapat hubungan positif antara *Flexibility Work Arrangement* dan dua dimensi lainnya, yaitu: 3) *Work Enhancement Of Personal Life*; dan 4) *Personal Life Enhancement Of Work*. Penelitian ini menggunakan metode kuantitatif. Skala yang digunakan dalam penelitian ini adalah Skala *Flexibility Work Arrangement* yang disusun sendiri oleh peneliti berdasarkan Baltes dkk. (1999) dan Hill dkk. (2001) (12 item, $\alpha = .897$) dan skala hasil modifikasi dari *Work/Nonwork Scale* milik Fisher, Bulger, Smith (2009) (17 item, $\alpha_{WIPL} = .831$; $\alpha_{PLIW} = .750$; $\alpha_{WEPL} = .718$; $\alpha_{PLEW} = .760$). Analisis data dalam penelitian ini menggunakan analisis nonparametrik *Spearman's Rho* karena data tidak terdistribusi normal. Hasil penelitian menunjukkan bahwa tidak terdapat hubungan yang signifikan antara *Flexibility Work Arrangement* dengan dimensi *work-life balance*, yaitu: 1) *Work Interference with Personal Life* ($r_s = .059$ $p = -.014$); 2) *Personal Life Interference with Work* ($r_s = .111$; $p = .953$). Namun, terdapat hubungan positif yang signifikan antara *Flexibility Work Arrangement* dengan 3) *Personal Life Enhancement Of Work* ($r_s = .290$ $p = < .001$); 4) *Personal Life Enhancement Of Work* ($r_s = .132$ $p = .023$).

Kata kunci: *flexibility work arrangement*, *work-life balance*, karyawan wanita, generasi z

ABSTRACT

Mahardita, Adela Tiara. 2025. The Relationship Between Flexibility Work Arrangement and Work-Life Balance Among Generation Z Female Employees. *Thesis*. Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to examine the relationship between Flexibility Work Arrangement and work-life balance among Generation Z female employees. The participants of this study consisted of 228 Generation Z female employees aged 20 to 30 years. The hypothesis proposed in this study is that Flexibility Work Arrangement is negatively related to two dimensions of work-life balance, namely: (1) Work Interference with Personal Life (WIPL), and (2) Personal Life Interference with Work (PLIW); and positively related to two other dimensions, namely: (3) Work Enhancement of Personal Life (WEPL), and (4) Personal Life Enhancement of Work (PLEW). This study employed a quantitative research method. The instruments used were the Flexibility Work Arrangement Scale, developed by the researcher based on Baltes et al. (1999) and Hill et al. (2001) (12 items, $\alpha = .897$), and a modified version of the Work/Nonwork Scale by Fisher, Bulger, and Smith (2009) (17 items, $\alpha_{WIPL} = .831$; $\alpha_{PLIW} = .750$; $\alpha_{WEPL} = .718$; $\alpha_{PLEW} = .760$). Data were analyzed using Spearman's Rho nonparametric correlation test, as the data were not normally distributed. The results showed no significant relationship between Flexibility Work Arrangement and the following dimensions of work-life balance: (1) Work Interference with Personal Life ($r_s = .059$ $p = .014$); 2) Personal Life Interference with Work ($r_s = .111$; $p = .953$). However, there was a significant positive relationship between Flexibility Work Arrangement and 3) Personal Life Enhancement Of Work ($r_s = .290$ $p = < .001$); 4) Personal Life Enhancement Of Work ($r_s = .132$ $p = .023$).

Keywords: *flexibility work arrangement, work-life balance, female employees, generation z*