

ABSTRAK

Silvany. 2025. Hubungan *Work-Life Balance* dengan Kesehatan Mental Karyawan Generasi Z di Perusahaan *Startup*. Skripsi. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara *work-life balance* dengan kesehatan mental karyawan generasi Z di perusahaan *startup*. Terdapat empat hipotesis penelitian yang diajukan, yaitu dimensi *work-life balance* yang bersifat *interference*, yaitu *Work Interference with Personal Life (WIPL)* dan *Personal Life Interference with Work (PLIW)* memiliki hubungan negatif dengan kesehatan mental, sedangkan dimensi yang bersifat *enhancement*, yaitu *Work Enhancement of Personal Life (WEPL)* dan *Personal Life Enhancement of Work (PLEW)* memiliki hubungan positif dengan kesehatan mental. Penelitian ini melibatkan sebanyak 128 karyawan generasi Z yang bekerja di perusahaan *startup*. Pengambilan sampel dilakukan dengan menggunakan teknik *convenience sampling*. Alat pengumpulan data yang digunakan adalah *Work/Non-work Interference and Enhancement Scale* untuk mengukur variabel *work-life balance*, sedangkan untuk mengukur variabel kesehatan mental menggunakan *Warwick-Edinburgh Mental Well-Being Scale (WEMWBS)*. *Work/Non-work Interference and Enhancement Scale* terdiri dari 17 item dengan nilai *Cronbach's Alpha* sebesar 0.693-0.892, sedangkan *Warwick-Edinburgh Mental Well-Being Scale (WEMWBS)* terdiri dari 14 item dengan nilai *Cronbach's Alpha* sebesar 0.899. Hasil uji normalitas menggunakan metode *Kolmogorov-Smirnov* menunjukkan bahwa data penelitian tidak berdistribusi secara normal sehingga pengujian hipotesis dilakukan menggunakan korelasi *Spearman's rho*. Hasil uji korelasi menunjukkan adanya hubungan negatif antara dimensi *WIPL* dan *PLIW* dengan kesehatan mental ($p < 0.05$; $r = -0.543$ dan -0.538), sedangkan dimensi *WEPL* dan *PLEW* menunjukkan adanya hubungan positif dengan kesehatan mental ($p < 0.05$; $r = 0.715$ dan 0.690).

Kata kunci: *Work-life Balance*, kesehatan mental, generasi Z, *startup*

ABSTRACT

Silvany. 2025. The Relationship between Work-Life Balance and Mental Health of Generation Z Employees in Startup Companies. Thesis. Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to determine the relationship between work-life balance and mental health of generation Z employees in startup companies. Four hypotheses were proposed: the interference dimensions of work-life balance, such as Work Interference with Personal Life (WIPL) and Personal Life Interference with Work (PLIW) have a negative relationship with mental health, while the enhancement dimensions of work-life balance such as Work Enhancement of Personal Life (WEPL) and Personal Life Enhancement of Work (PLEW) have a positive relationship with mental health. This study involved 128 generation Z employees working in startup companies. Participants were selected using convenience sampling. The instruments used for data collection were the Work/Non-work Interference and Enhancement Scale to measure the work-life balance variable, while to measure mental health variable using the Warwick-Edinburgh Mental Well-Being Scale (WEMWBS). The Work/Non-work Interference and Enhancement Scale consists of 17 items with a Cronbach's Alpha value 0.693 to 0.892, while the Warwick-Edinburgh Mental Well-Being Scale (WEMWBS) consists of 14 items with a Cronbach's Alpha value of 0.899. The result of the normality test using Kolmogorov-Smirnov method showed that the data were not normally distributed. Therefore, hypothesis testing was conducted using Spearman's rho correlation. The result of the correlation analysis revealed that there is a negative relationship between WIPL and PLIW dimensions with mental health ($p < 0.05$; $r = -0.543$ and $-.538$), whereas the WEPL and PLEW dimensions have a positive relationship with mental health ($p < 0.05$; $r = 0.715$ dan 0.690).

Keywords: Work-life Balance, mental health, generations Z, startup