

ABSTRAK

Christy, Yohanna Tania. 2026. Hubungan antara *Work-Life Balance* dengan Kepuasan Kerja pada Karyawan Generasi Z. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini memiliki tujuan untuk mengetahui hubungan antara *work-life balance* dengan kepuasan kerja pada karyawan generasi Z. Hipotesis yang diajukan dalam penelitian ini yaitu terdapat hubungan positif antara *work-life balance* dengan kepuasan kerja pada karyawan generasi Z. Subjek penelitian ini terdiri dari 253 karyawan generasi Z di Indonesia. Penelitian ini merupakan penelitian kuantitatif dengan desain penelitian korelasional. Pengambilan sampel menggunakan *non-probability* dengan teknik *convenience sampling*. Skala yang digunakan dalam penelitian ini adalah hasil adaptasi dari *Work-Life Balance Scale* yang terdiri dari 17 item ($\alpha = .874$) dan *Job Satisfaction Survey* yang terdiri dari 36 item ($\alpha = .934$). Data penelitian dianalisis menggunakan teknik korelasi *spearman's rho* karena data penelitian tidak terdistribusi secara normal, namun memiliki hubungan yang linier. Hasil penelitian menunjukkan adanya hubungan positif antara *work-life balance* dan kepuasan kerja pada karyawan generasi Z ($r_s = .546$; $p < .001$), dengan kekuatan korelasi berada pada kategori kuat. Dengan demikian, dapat disimpulkan bahwa hipotesis penelitian diterima.

Kata Kunci: *Work-Life Balance*, Kepuasan Kerja, Karyawan Generasi Z.

ABSTRACT

Christy, Yohanna Tania. 2026. The Relationship Between Work-Life Balance and Job Satisfaction Among Generation Z Employee. *Thesis*. Yogyakarta: Department of Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to determine the relationship between work-life balance and job satisfaction among Generation Z employees. The hypothesis proposed in this study is that there is a positive relationship between work-life balance and job satisfaction among Generation Z employees. The subjects of this study consisted of 253 Generation Z employees in Indonesia. This study was quantitative with a correlational research design. Sampling was conducted using non-probability convenience sampling. The scales used in this study were adapted from the Work-Life Balance Scale, which consists of 17 items ($\alpha = .874$), and the Job Satisfaction Survey, which consists of 36 items ($\alpha = .934$). The research data were analyzed using Spearman's rho correlation technique because the research data were not normally distributed but had a linear relationship. The results showed a positive relationship between work-life balance and job satisfaction among Generation Z employees ($r_s = .546$; $p < .001$), with the correlation strength falling into the strong category. Thus, it can be concluded that the research hypothesis is accepted.

Keywords: *Work-Life Balance, Job Satisfaction, Generation Z Employee*

