

ABSTRAK

Kinanti, Yosephine Meilia. 2026. Hubungan Work Life Balance dan Work Engagement Pada Karyawan Generasi Z di Indonesia. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan mengetahui hubungan antara dimensi-dimensi *work life balance* dan *work engagement* pada karyawan generasi Z di Indonesia. Subjek dalam penelitian ini adalah 179 partisipan karyawan generasi Z dan sudah bekerja minimal 6 bulan dalam suatu perusahaan atau instansi. Alat ukur yang digunakan meliputi *Utrecht Work Engagement Scale-9* berjumlah 9 item ($\alpha = 0.926$) dan *Work/Nonwork Interference and Enhancement Scale* berjumlah 17 item yang meliputi; *Work Interference with Personal Life* 5 item ($\alpha = 0.948$), *Personal Life Interference with Work* 6 item ($\alpha = 0.957$), *Work Enhancement of Personal Life* 3 item ($\alpha = 0.836$), dan *Personal Life Enhancement of Work* 3 item ($\alpha = 0.951$). Hasil analisis korelasi menunjukkan bahwa hipotesis pertama dan kedua diterima, yakni terdapat hubungan negatif yang signifikan antara *Work Interference with Personal Life* ($r=-0.203$, $p=0.006$) dan *Personal Life Interference with Work* ($r=-0.150$, $p=0.045$) dengan *work engagement* pada karyawan generasi Z. Artinya, semakin tinggi gangguan antara pekerjaan dan kehidupan pribadi, maka semakin rendah tingkat *work engagement* pada karyawan generasi Z. Selanjutnya, hipotesis ketiga dan keempat juga diterima, yakni terdapat hubungan positif yang signifikan antara *Work Enhancement of Personal Life* dan *Personal Life Enhancement of Work* dengan *work engagement* pada karyawan generasi Z. Artinya, semakin besar peran saling mendukung antara kehidupan pribadi dan kerja, maka semakin tinggi *work engagement* pada karyawan generasi Z.

Kata Kunci: *work life balance*, *work engagement*, karyawan generasi Z

ABSTRACT

Kinanti, Yosephine Meilia. 2026. The Relationship Between Work-Life Balance and Work Engagement Among Generation Z Employees in Indonesia. *Thesis*. Yogyakarta: Psychology, Faculty of Psychology, Universitas Sanata Dharma.

This study aims to examine the relationship between the dimensions of work-life balance and work engagement among Generation Z employees in Indonesia. The subjects of this study were 179 Generation Z employees who had been working for at least six months at a company or organization. The measurement instruments used include the 9-item Utrecht Work Engagement Scale ($\alpha = 0.926$) and the 17-item Work/Nonwork Interference and Enhancement Scale, which comprises: Work Interference with Personal Life (5 items, $\alpha = 0.948$), Personal Life Interference with Work (6 items, $\alpha = 0.957$), Work Enhancement of Personal Life (3 items, $\alpha = 0.836$), and Personal Life Enhancement of Work (3 items, $\alpha = 0.951$). The results of the correlation analysis indicate that the first and second hypotheses are accepted, namely that there is a significant negative relationship between Work Interference with Personal Life ($r = -0.203$, $p = 0.006$) and Personal Life Interference with Work ($r = -0.150$, $p = 0.045$) and work engagement among Generation Z employees. This means that the higher the interference between work and personal life, the lower the level of work engagement among Generation Z employees. Furthermore, the third and fourth hypotheses were also accepted, namely that there is a significant positive relationship between Work Enhancement of Personal Life and Personal Life Enhancement of Work and work engagement among Generation Z employees. This means that the greater the mutually supportive role between personal life and work, the higher the work engagement among Generation Z employees.

Keywords: *work life balance, work engagement, generation Z employees*