

HUBUNGAN *WORK LIFE BALANCE* TERHADAP *EMPLOYEE WELL-BEING* PADA KARYAWAN WANITA YANG MENJALANI PERAN GANDA (BEKERJA DAN MENGURUS RUMAH TANGGA)

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *work life balance* terhadap *employee well-being* pada karyawan wanita yang menjalani peran ganda. Hipotesis dalam penelitian ini dibagi sesuai tiga dimensi *work life balance* dengan pendekatan negatif dan positif terhadap *employee well-being*. Penelitian ini melibatkan 102 partisipan yang merupakan karyawan wanita yang sudah atau pernah berumah tangga dan telah bekerja di perusahaan yang sama dengan masa kerja minimal enam bulan. Pengumpulan data dilakukan dengan menyebarkan kuesioner penelitian skala *work life balance* yang terdiri dari 3 dimensi yaitu, WIPL (7 item, $\alpha = 0,907$), PLIW (4 item, $\alpha = 0,789$), (WPLE, $\alpha = 0,732$), dan pada skala *employee well-being* (18 item, $\alpha = 0,898$). Hasil uji asumsi menunjukkan bahwa data tidak memenuhi syarat normalitas dan linearitas, sehingga analisis data dilakukan dengan menggunakan Spearman's rho. Hasil uji korelasi *Spearman's rho* menunjukkan bahwa dimensi WIPL ($r = -0,601$; $p < 0,001$) dan PLIW ($r = -0,531$; $p < 0,001$) memiliki hubungan negatif signifikan dengan *employee well-being*. Lalu, dimensi WPLE memiliki hubungan positif signifikan dengan *employee well-being* ($r = 0,325$; $p < 0,001$). Dengan demikian, ketiga hipotesis dinyatakan diterima. Hasil ini mengindikasikan bahwa semakin rendah gangguan antara pekerjaan dan kehidupan pribadi serta semakin tinggi penguatan positif antar peran, maka semakin tinggi tingkat *employee well-being* pada karyawan wanita yang menjalani peran ganda

Kata Kunci: keseimbangan kehidupan-kerja, kesejahteraan karyawan, peran ganda, karyawan wanita.

**THE CORRELATION BETWEEN WORK-LIFE BALANCE AND
EMPLOYEE WELL-BEING AMONG FEMALE EMPLOYEES WHO
JUGGLE MULTIPLE ROLES (WORK AND HOUSEHOLD
RESPONSIBILITIES)**

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ABSTRACT

This study aims to examine the correlation between work-life balance and employee well-being among female employees who juggle multiple roles. The hypotheses in this study are divided into three dimensions of work-life balance, each with negative and positive approach to employee well-being. This study involved 102 participants of female employees who are currently or have previously been married and have worked at the same company for at least six months. Data collection was conducted by distributing a work-life balance questionnaire consisting of three dimensions: WIPL (7 items, $\alpha = 0.907$), PLIW (4 items, $\alpha = 0.789$), and WPLE (4 items, $\alpha = 0.732$), as well as an employee well-being scale (18 items, $\alpha = 0.898$). The results of the assumption tests indicated that the data did not meet the criteria for normality and linearity; therefore, data analysis was performed using Spearman's rho. The results of the Spearman's rho correlation test showed that the WIPL dimension ($r = -0.601$; $p < 0.001$) and the PLIW dimension ($r = -0.531$; $p < 0.001$) had a significant negative correlation with employee well-being. Furthermore, the WPLE dimension has a significant positive correlation with employee well-being ($r = 0.325$; $p < 0.001$). Thus, all three hypotheses were accepted. These results indicate that the lower the interference between work and personal life and the higher the positive reinforcement between roles, the higher the level of employee well-being among female employees who juggle multiple roles.

Keywords: *work life balance, employee well-being, multiple roles, female employee*



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