HUBUNGAN ANTARA *WORK LIFE BALANCE* DENGAN *PSYCHOLOGICAL WELL-BEING* PADA KARYAWAN SELAMA PANDEMI COVID-19

Windi Aulia Pratiwi[1], Dian Juliarti Bantam[2]

INTISARI

Latar Belakang: Pandemi covid-19 mengakibatkan perubahan besar dalam seluruh aspek kehidupan. Salah satunya di dunia kerja, dalam hal ini perusahaan maupun instansi dituntut untuk melakukan *work from home* maupun Hybrid. Bekerja dari rumah merupakan hal baru bagi sebagian perusahaan maupun instansi di Indonesia, sehingga membutuhkan adaptasi untuk mencapai kinerja yang baik bagi karyawan. Keseimbangan pekerjaan dan kehidupan pribadi berdampak positif terhadap *psychological well-being* seseorang, dalam hal ini khususnya karyawan yang akan berdampak pada produktivitas bekerja.

Tujuan Penelitian: Penelitian ini bertujuan untuk mengetahui hubungan *work-life balance* terhadap *psychological well-being* karyawan selama pandemi *Covid-19*.

Metode Penelitian: Penelitian kuantitatif korelarional ini menggunakan 175 karyawan. Data dikumpulkan dengan menggunakan skala *work-life balance* teori dari Fisher (*Cronbach's alpha* =0,883) dan modifikasi skala *psychological well-being* teori dari Ryff (*Cronbach's alpha* =0,886). Teknik analisis data yang digunakan adalah *correlation Rank Spearman*.

Hasil Penelitian: Berdasarkan hasil analisis diperoleh hasil uji normalitas variabel *work life balance* sebesar $0,00 (p<0,05)$ dan pada variabel *psychological well-being* sebesar $0,088$ $(p>0,05)$ sehingga data berdistribusi tidak normal. Sedangkan untuk uji linearitas memperoleh $0,346$ $(p>0,05)$ yang berarti terdapat hubungan linear dua variabel. Dan untuk hasil uji hipotesisi diperoleh $r= 0,165$ dan $p=0,029$ $(p>0,05)$.

Kesimpulan: Hasil analisis menunjukkan $r=0,172$ dengan $p=0,023$ $(p<0,05)$ yang berarti terdapat hubungan positif yang signifikan dengan korelasi yang sangat rendah antara *work-life balance* terhadap *psychological well-being* karyawan selama pandemi *Covid-19*.

Kata kunci: Work-life Balance, Psychological Well-being, Pandemi Covid-19, Karyawan

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ABSTRACT

Background: The COVID-19 pandemic has resulted in major changes in all aspects of life. One of them is in the world of work, in this case companies and agencies are required to work from home or Hybrid. Working from home is a new thing for some companies and agencies in Indonesia, so it requires adaptation to achieve good performance for employees. The balance of work and personal life has a positive impact on a person's psychological well-being, in this case especially employees which will have an impact on work productivity.

Research Objectives: This study aims to determine the relationship between work-life balance and psychological well-being of employees during the Covid-19 pandemic.

Research Methods: This correlational quantitative research uses 175 employees. Data were collected using Fisher's theoretical work-life balance scale (Cronbach's alpha = 0.883) and a modified psychological well-being theory scale from Ryff (Cronbach's alpha = 0.886). The data analysis technique used is Spearman Rank correlation.

Research Results: Based on the results of the analysis, the normality test results for the work life balance variable were 0.00 ($p<0.05$) and the psychological well-being variable was 0.088 ($p>0.05$) so that the data was not normally distributed. Meanwhile, the linearity test obtained 0.346 ($p>0.05$), which means that there is a linear relationship between two variables. And for the results of hypothesis testing obtained r = 0.165 and p = 0.029 ($p> 0.05$).

Conclusion: The results of the analysis show r=0.172 with p=0.023 ($p<0.05$), which means that there is a significant positive relationship with a very low correlation between work-life balance and psychological well-being of employees during the Covid-19 pandemic.

Keywords: Work-life Balance, Psychological Well-being, Covid-19 Pandemic, Employees

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