

Relationship Between Work Life Balance and Work Engagement

PT X employees in South Jakarta

Lucelia Elizabeth

Dian Din AstutiMulia, MA

UniversitasMercuBuana

ABSTRACT

This research was conducted to determine whether there is a work life balance relationship with work engagement on employees. The subjects in our research were PT X's employees in the South Jakarta area with status as permanent employees and contract employees. In tis research there were 80 respondents including 46 male respondents and 34 female respondents. The measurement tools used in this study is an adaptation divided into two scales, namely Utrecht work engagement scaletheories Schaufeli & Bakker (2004), and work life balance theories of Fisher, Bulger and Smith (2009). This study uses a quantitative approach with sampling techniques in this study using nonprobability sampling. The data analysis technique in this study is the correlation test, and the normality test. The results of the study did not have a relationship between work life balance and work engagement on PT X's employees in South Jakarta.

Keywords: *work life balance, work engagement, employees.*

**Hubungan Antara *Work Life Balance* Dengan *Work Engagement*
Pada Karyawan PT X di Jakarta Selatan**

Lucelia Elizabeth

Dian Din Astuti Mulia, MA

Universitas Mercu Buana

ABSTRAK

Penelitian ini dilakukan untuk mengetahui apakah ada hubungan *work life balance* dengan *work engagement* pada karyawan. Subjek pada penelitian adalah karyawan PT X di daerah Jakarta Selatan dengan status sebagai karyawan tetap dan karyawan kontrak. Dalam penelitian terdapat 80 responden diantaranya 46 responden laki – laki dan 34 responden perempuan. Alat ukur yang digunakan dalam penelitian ini merupakan adaptasi yang terbagi atas dua skala yaitu *Utrecht work engagement scale* teori Schaufeli & Bakker (2004), dan *work life balance* teori Fisher, Bulger dan Smith (2009). Metode penelitian ini menggunakan pendekatan kuantitatif dengan teknik sampling dalam penelitian ini menggunakan non probability sampling. Teknik analisis data dalam penelitian ini adalah uji korelasi, dan uji normalitas. Hasil penelitian tidak terdapat hubungan antara *work life balance* dengan *work engagement* pada karyawan PT X di Jakarta Selatan.

Kata kunci: *work life balance*, *work engagement*, karyawan.