

Work-Life Balance Karyawan Perusahaan Swasta ditinjau dari Perceived Long Working Hours dan Psychological Safety saat Bekerja dari Rumah

Work-Life Balance of Private Company Employees in terms of Perceived Long Working Hours and Psychological Safety when Working from Home

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Abstract The policy to work from home has started to bloom since the global Covid-19 pandemic. New challenges arise when working from home where employees as individuals find it difficult to find the right balance between work and personal life (work-life balance). The influencing factors are excessive workload related to working hours, as well as well-being and social support related to psychological safety. The purpose of this study was to examine the relationship between perceptions of working hours and psychological safety with the work-life balance of employees of private companies who work from home. This study involved 259 participants aged 20-53 years who are private employees who are working from home for at least two weeks. The results show that the perception of working time reduces work-life balance significantly, while psychological safety increases work-life balance significantly.

Keywords: work-life balance, perception of working hours, psychological safety, work from home.

Abstrak Kebijakan untuk bekerja dari rumah mulai marak sejak pandemi Covid-19 mendunia. Muncul tantangan baru saat bekerja dari rumah di mana karyawan sebagai individu kesulitan dalam menemukan keseimbangan yang tepat antara pekerjaan dan kehidupan pribadi (*work-life balance*). Faktor yang mempengaruhi yaitu beban kerja berlebih yang berkaitan dengan jam kerja, serta *well-being* dan dukungan sosial yang berkaitan dengan *psychological safety*. Tujuan penelitian ini untuk menguji hubungan *perceived long working hours* dan *psychological safety* dengan *work-life balance* karyawan perusahaan swasta yang bekerja dari rumah. Penelitian ini melibatkan 259 partisipan berusia 20-53 tahun yang merupakan karyawan swasta yang sedang bekerja dari rumah selama minimal dua minggu. Hasilnya menunjukkan bahwa persepsi terhadap waktu kerja menurunkan *work-life balance* secara signifikan sedangkan *psychological safety* meningkatkan *work-life balance* secara signifikan.

Kata kunci: work-life balance, perceived long working hours, psychological safety, work-from home.