

Peran *Anchor Personality* terhadap *Work-Life Balance* Individu Pekerja

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Abstract. Work-life balance (WLB) or the balance between work and non-work life sees resources and demand to measure the balance. On the other hand, individual personality can play a role in how individuals achieve work-life balance. This study aims to examine the role of the Anchor personality dimension on the dimensions of work-life balance. Data was collected through online questionnaires covering 124 workers with a minimum work period of 6 months and aged 18-39 years. The multiple linear regression analysis results show the role of the Anchor Personality dimension through virtues to the resources dimension in work-life balance. The findings highlight the importance of character virtues in achieving work-life balance and provide insights for organizations and individuals to create an environment that supports holistic well-being.

Keywords: *anchor personality, work-life balance, workers*

Abstrak. *Work-life balance* (WLB) atau keseimbangan antara kehidupan pekerjaan dan non-pekerjaan melihat sumber daya dan kebutuhan untuk mengukur keseimbangannya. Di sisi lain, kepribadian individu dapat berperan terhadap cara individu mencapai *work-life balance*. Penelitian ini bertujuan untuk melihat peranan dimensi kepribadian *Anchor* terhadap dimensi *work-life balance*. Data dikumpulkan melalui penyebaran kuesioner daring yang meliputi 124 pekerja dengan minimal masa kerja 6 bulan dan berusia 18-39 tahun. Hasil analisis regresi linear berganda menunjukkan adanya peranan dimensi kepribadian *Anchor* terhadap dimensi *work-life balance*, melalui dimensi *virtues* terhadap dimensi *resources* dalam *work-life balance*. Temuan ini menyoroti pentingnya karakter *virtues* dalam konteks pencapaian *work-life balance*, serta memberikan wawasan bagi organisasi dan individu untuk menciptakan lingkungan yang mendukung kesejahteraan secara holistik.

Kata kunci: *kepribadian anchor, work-life balance, pekerja*