

ABSTRACT

**GENDER DIFFERENCES IN THE RELATIONSHIP BETWEEN  
WORK-LIFE BALANCE AND WORK ENGAGEMENT  
IN INDONESIA**

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*Nowadays, the equilibrium between work and personal life is important. Indonesia offers a unique environment to explore the connection between work-life balance and work engagement due to its diverse cultural background and traditional gender norms. This research examined the relationship between work-life balance and work engagement, as well as the impact of gender differences in that relationship.*

*A quantitative research method was utilised for this research. The data was gathered from 122 respondents, consisting of 68 men and 54 women, as a sample of Indonesian workers. The respondents participated through an online survey using a 27-item questionnaire measuring work-life balance and work engagement. The questionnaire's items were confirmed to be valid and reliable.*

*Statistical Package for the Social Sciences (SPSS) Statistics Version 29 Windows (v29.0.1.0) was used to test the hypotheses. The findings showed a bidirectional positive relationship between work-life balance and work engagement. However, there is no significant gender difference impact in that*

*relationship. There are also no significant gender differences in both work-life balance and work engagement levels.*

*The results have some implications for the development of spillover theory, conflict theory, and person-environment fit theory. It also offers important advancements in various aspects of business practices. The positive relationship between work-life balance and work engagement offers valuable insights and recommendations for managers.*

*To improve employees' work engagement and organisational performance, companies should enhance their employees' work-life balance. This can be achieved through the implementation of flexible work arrangements, promoting regular breaks and activities for rejuvenation, providing wellness initiatives and mental health support, and offering specific support and facilities for working parents. Both male and female employees benefit from these strategies since it was discovered that gender did not have any moderating effect on the relationships between work-life balance and work engagement.*

## ABSTRAK

### **PERBEDAAN GENDER DALAM HUBUNGAN ANTARA *WORK-LIFE BALANCE* DAN *WORK ENGAGEMENT* DI INDONESIA**

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Saat ini, keseimbangan antara pekerjaan dan kehidupan pribadi sangatlah penting. Indonesia menawarkan lingkungan yang unik untuk mengeksplorasi hubungan antara *work-life balance* dan *work engagement* karena latar belakang budaya yang beragam dan norma gender tradisional. Penelitian ini mengkaji hubungan antara *work-life balance* dan *work engagement*, serta dampak perbedaan gender dalam hubungan tersebut.

Metode penelitian kuantitatif digunakan untuk penelitian ini. Data dikumpulkan dari 122 responden yang terdiri dari 68 laki-laki dan 54 perempuan, sebagai sampel pekerja Indonesia. Responden berpartisipasi melalui survei online menggunakan kuesioner berisi 27 item yang mengukur *work-life balance* dan *work engagement*. Item kuesioner dipastikan valid dan reliabel.

*Statistical Package for the Social Sciences (SPSS) Statistics Version 29 Windows (v29.0.1.0)* digunakan untuk menguji hipotesis. Temuan menunjukkan adanya hubungan positif dua arah antara *work-life balance* dan *work engagement*. Namun, tidak terdapat dampak perbedaan gender yang signifikan dalam hubungan tersebut. Selain itu, tidak ada perbedaan gender yang signifikan baik dalam *work-life balance* maupun *work engagement*.

Hasil penelitian ini mempunyai beberapa implikasi terhadap pengembangan *spillover theory*, *conflict theory*, and *person-environment fit theory*. Hal ini juga menawarkan kemajuan penting dalam berbagai aspek praktik bisnis. Hubungan positif antara *work-life balance* dan *work engagement* menawarkan wawasan dan rekomendasi berharga bagi para manajer organisasi dan perusahaan.

Untuk meningkatkan *work engagement* dan kinerja organisasi karyawan, perusahaan harus meningkatkan *work-life balance* karyawannya. Hal ini dapat dicapai melalui penerapan pengaturan kerja yang fleksibel, mendorong istirahat teratur dan aktivitas untuk pemulihan, memberikan inisiatif kesehatan dan dukungan kesehatan mental, serta menawarkan dukungan dan fasilitas khusus untuk orang tua yang bekerja. Baik karyawan laki-laki maupun perempuan mendapatkan manfaat dari strategi ini karena ditemukan bahwa gender tidak memiliki efek moderasi terhadap hubungan antara *work-life balance* dan *work engagement*.