

THE ROLE OF WORK LIFE BALANCE ON EMPLOYEES' ORGANIZATIONAL COMMITMENT

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ABSTRACT

Globalization makes business competition increasingly tight. To compete, companies need employees with good performance and committed to the organization. A balance in working and personal life can help employees focus on work. Work life balance has become important and necessary for almost all categories of employees, including those employees in state-owned enterprises such as PT Angkasa Pura I Semarang. The hypothesis of this research is that there is a positive role of work life balance to the organizational commitment of the employee. Work life balance was measured by Work Life Balance Scale from Fisher, Bulger, and Smith (2009), while organizational commitment was measured by Organizational Commitment Questionnaire (OCQ) from Mowday, Steers, and Porter (1979). The subject of this study is 103 employees gathered via purposive sampling. Based on hypothesis test by using simple linear regression analysis, obtained value of $F=33,335$ ($p < 0,01$) so that hypothesis accepted. Obtained value of $R^2=0,248$ which means work life balance have effective contribution equal to 24,8% to organizational commitment.

Keywords: *organizational commitment, work life balance, state-owned enterprises*



PERANAN *WORK LIFE BALANCE* TERHADAP KOMITMEN ORGANISASI KARYAWAN

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INTISARI

Globalisasi membuat persaingan bisnis semakin ketat. Untuk dapat bersaing, perusahaan membutuhkan karyawan dengan kinerja yang baik dan berkomitmen pada organisasi. Keseimbangan dalam kehidupan kerja dan pribadi dapat membantu karyawan fokus dalam bekerja. *Work life balance* menjadi hal yang penting bagi hampir seluruh kategori karyawan, termasuk karyawan di BUMN seperti PT Angkasa Pura I Semarang. Hipotesis penelitian ini yaitu terdapat peranan positif *work life balance* terhadap komitmen organisasi karyawan. *Work life balance* diukur dengan *Work Life Balance Scale* dari Fisher, Bulger, dan Smith (2009), sedangkan komitmen organisasi diukur dengan *Organizational Commitment Questionnaire* (OCQ) dari Mowday, Steers, dan Porter (1979). Subjek penelitian yaitu 103 karyawan yang dikumpulkan melalui *purposive sampling*. Berdasarkan uji hipotesis dengan menggunakan analisis regresi linear sederhana, diperoleh nilai $F=33,335$ ($p<0,01$) sehingga hipotesis diterima. Diperoleh nilai $R^2=0,248$ yang berarti *work life balance* memiliki sumbangan efektif sebesar 24,8% terhadap komitmen organisasi.

Kata kunci: komitmen organisasi, *work life balance*, BUMN