

The Role of Work Life Balance on Career Commitment in Career Women of Y Generation

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Abstract

This study aims to determine the role of work life balance on career commitment in career women of Y Generation. This study took 304 respondents from married career women. The method used in this study is a quantitative method using the scale of career commitment and the scale of work life balance. The results of hypothesis testing using simple linear regression analysis show that work life balance has a role for career commitment in career women of Y generation ($F=81,340$; $p<0,01$; $R=0,461$; $R^2=0,212$), thus the hypothesis is accepted. Work life balance contributes significantly to the commitment career ($B=28,546$; $p=0,01$) with an effective contribution of 21.2%. Additional analysis in this study shows that there is no difference in the level of work life balance and career commitment based on working time and there are differences in the level of work life balance and career commitment based on education.

Keyword: *work life balance, career commitment, career women, Y generation*

Peran *Work Life Balance* terhadap Komitmen Karir pada Wanita Karir Generasi Y

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Abstrak

Penelitian ini bertujuan untuk mengetahui peran *work life balance* terhadap komitmen karir pada wanita karir generasi Y. Penelitian ini mengambil responden sebanyak 304 wanita karir yang sudah menikah. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan menggunakan skala komitmen karir dan skala *work life balance*. Hasil uji hipotesis menggunakan analisis regresi linier sederhana menunjukkan bahwa *work life balance* memiliki peran terhadap komitmen karir pada wanita karir generasi Y ($F=81,340$; $p<0,01$; $R=0,461$ dan $R^2=0,212$), sehingga hipotesis penelitian diterima. *Work life balance* berperan signifikan terhadap komitmen karir ($B=28,546$; $p<0,01$), dengan sumbangan efektif sebesar 21,2%. Analisis tambahan pada penelitian ini menunjukkan bahwa tidak terdapat perbedaan tingkat *work life balance* dan komitmen karir berdasarkan lama bekerja serta terdapat perbedaan tingkat *work life balance* dan komitmen karir berdasarkan pendidikan.

Kata Kunci: *work life balance*, komitmen karir, wanita karir, generasi Y