



WORK-FAMILY BALANCE WANITA KARIER GENERASI Y DI SEKTOR PERBANKAN

Abstrak

Penelitian ini bertujuan untuk melihat bagaimana dinamika *work-family balance* wanita karier generasi Y yang bekerja di sektor perbankan. Penelitian ini menggunakan desain kualitatif dengan pendekatan fenomenologi. Data dikumpulkan dengan menggunakan metode wawancara mendalam kepada 6 orang karyawan bank di kota Kupang, kemudian dianalisis untuk memperoleh gambaran utuh mengenai fenomena *work-family balance* pada wanita karier generasi Y. Uji kredibilitas dilakukan dengan *member checking*. Hasil penelitian menunjukkan ada 3 faktor yang mendasari terbentuknya *work-family balance* pada wanita karier generasi Y di sektor perbankan di Kupang yaitu *millennial work value*, *passion* dan *social support*. Penelitian ini penting, memotivasi wanita karier generasi Y di sektor perbankan mengembangkan diri untuk mencapai keseimbangan. Penelitian ini juga dapat menjadi referensi tambahan bagi organisasi tempat mereka bekerja untuk pembuatan kebijakan *family friendly*.

Kata kunci: *Work-family balance*, Generasi Y, Wanita karier



WORK-FAMILY BALANCE CAREER WOMEN Y GENERATION IN THE BANKING SECTOR

Abstract

This study aims to see how the dynamics of work-family balance of Y generation career women who have been working in banking sector. This study used a qualitative design with a phenomenological approach. Data was collected using in-depth interview methods from six bank employees in Kupang. Data was analyzed to get a complete picture of the work-family balance phenomenon in Y generation career women. Data's credibility was done by member checking. The result shows that there are three factors (millennial work value, personal characters and social supports) underlying the formation of work-family balance in Y generation career women in the banking sector in Kupang. This study important, motivating Y generation career women who have been working in banking sector develop themselves to achieve balance. This study could be used as an additional reference for the organizations in the making of family friendly policy.

Keywords: Work-family balance, Generation Y, Career woman