



Abstract.

Police officer's responsibility during the Covid-19 pandemic is getting heavier. In addition to the main task, officers must enforce community discipline in carrying out physical distancing to break the spreading chain of coronavirus. This condition requires high work engagement in order to generate productive behavior and to enforce them to work beyond the predetermined standards. Heavy and prolonged work demands might cause stress that leads to burnout and needs to be addressed so that the officers could stable psychologically. The large number of tasks required them to work longer, even sacrificing family time. This condition needs to be addressed by creating a work-life balance so that a balance of work, social and family time can be created so that officers would be refreshed while working. The research aimed to see the conditions and ensure the relationship between sociodemographic variables, work-life balance, work engagement and burnout. Participants as many as 466 officers with enlisted ranks, non-commissioned officers and officers. The data were collected using simple random sampling method. This study uses a quantitative approach and product moment analysis method. The results showed that there was a strong and significant positive relationship between work-life balance and work engagement ($r = 0.519$; $p : 0.000$), a strong and significant negative relationship between work-life balance and burnout ($r = -0.602$; $p : 0.000$) as well as a strong and significant negative relationship between work engagement and burnout ($r = -0.486$; $p : 0.000$). Descriptive analysis showed that the dimensions that play a role in the current condition are personal accomplishment, WIPL and absorption. The WIPL dimension contributed 21.1% and the absorption contributed 10.5% to the burnout. Simultaneously, work-life balance and work engagement predict burnout with a role of 40.3%.

Keywords : Work-Life Balance, Work Engagement, Burnout, Millennial Generation, Police

Abstrak.

Tugas kepolisian pada masa *pandemic covid – 19* bertambah berat. Selain tugas pokok, petugas harus menegakkan disiplin masyarakat melaksanakan *physical distancing* untuk memutus rantai penyebaran virus corona. Kondisi ini membutuhkan *work engagement* yang tinggi agar dapat memunculkan perilaku produktif dan bekerja melebihi standar yang telah ditetapkan. Tuntutan tugas yang berat dan berkepanjangan menyebabkan stress yang berujung pada *burnout* dan perlu disikapi agar psikis anggota tetap stabil. Banyaknya tugas mengharuskan mereka menambah jam kerja bahkan sering mengorbankan waktu keluarga. Kondisi ini perlu disikapi dengan *work-life balance* agar keseimbangan waktu kerja, sosial dan keluarga dapat tercipta sehingga petugas kembali segar saat bekerja. Tujuan penelitian : melihat kondisi dan memastikan hubungan antara variabel sosiodemografi, *work-life balance*, *work engagement* dan *burnout*. Partisipan sebanyak 466 petugas berpangkat tamtama, bintara dan perwira. Data diambil dengan menggunakan metode *simple random sampling*. Penelitian ini menggunakan pendekatan kuantitatif dan metode analisa *product moment*. Didapatkan hasil : terdapat hubungan positif yang cukup kuat dan signifikan antara *work-life balance* dengan *work engagement* ($r = 0.519$; $p : 0.000$), hubungan negatif yang kuat dan signifikan antara *work-life balance* dengan *burnout* ($r = -0.602$; $p : 0.000$) serta hubungan negatif yang cukup kuat dan signifikan antara *work engagement* dengan *burnout* ($r = -0.486$; $p : 0.000$). Analisa deskriptif didapatkan dimensi yang berperan pada kondisi saat ini adalah *personal accomplishment*, *Work Interference with Personal Life (WIPL)* dan *absorption*. Dimensi WIPL menyumbang 21.1% dan *absorption* 10.5% terhadap *burnout*. Secara bersama, *work-life balance* dan *work engagement* menyumbang sebesar 40.3 % terhadap *burnout*.

Kata kunci : Work-Life Balance, Work Engagement, Burnout, Generasi Milenial, Polri