

**HUBUNGAN ANTARA *WORK-LIFE BALANCE* DAN
KOMITMEN ORGANISASI PADA KARYAWAN
TRANS PROPERTY**

Dhea Safira Widyantari, Unika Prihatsanti

Fakultas Psikologi Universitas Diponegoro
Jl. Prof. Mr. Sunario, Tembalang, Semarang, 50275

dheasafiraw@gmail.com

ABSTRAK

Berkembangnya industri properti di Indonesia pasca pandemi covid-19 membuat perusahaan properti mengalami persaingan ketat, khususnya perusahaan pembangunan dan pemasaran apartemen. Perusahaan membutuhkan dukungan dari karyawan yang memiliki komitmen organisasi tinggi. Komitmen organisasi dapat terwujud jika karyawan mampu menyeimbangkan peran dalam kehidupan kerja dan kehidupan pribadinya atau *work-life balance*. Penelitian ini bertujuan untuk mengetahui hubungan antara *work-life balance* dan komitmen organisasi pada karyawan Trans Property. Populasi dalam penelitian ini berjumlah 160 karyawan dan sampel penelitian berjumlah 110 karyawan yang ditentukan dengan *simple random sampling*. Pengumpulan data menggunakan Skala *Work-Life Balance* (30 aitem, $\alpha = 0,934$) dan Skala Komitmen Organisasi (33 aitem, $\alpha = 0,954$). Analisis data dilakukan dengan teknik *Spearman's Rho* yang menunjukkan $r_{xy} = 0,439$ dengan $p = 0,000$ ($p < 0,05$), artinya terdapat hubungan yang positif dan signifikan antara kedua variabel. Penelitian ini memperlihatkan jika karyawan Trans Property mempunyai tingkat *work-life balance* yang tinggi, maka tingkat komitmen organisasinya juga tinggi.

Kata kunci : *work-life balance*, komitmen organisasi, karyawan properti

**THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE
AND ORGANIZATIONAL COMMITMENT OF
TRANS PROPERTY EMPLOYEES**

Dhea Safira Widyantari, Unika Prihatsanti

Faculty of Psychology Diponegoro University
Jl. Prof. Mr. Sunario, Tembalang, Semarang, 50275

dheasafiraw@gmail.com

ABSTRACT

The evolving of property industry in Indonesia post covid-19 pandemic has made property companies experience tough competition, specifically apartement's development and marketing's company. The company needs support from employess with a high level of organizational commitment. Meanwhile, organizational commitment could be achieved by properly apply work-life balance which is balancing life roles and reponsibilities both at work and at private life or work-life. This research aims to find out the correlation between work-life balance and commitment organizational among Trans Property employees. The population in this research was 160 employees and the sample was 110 employees who were determined using simple random sampling technique. The research instrument consist of two scales : Work-Life Balance Scale (30 items, $\alpha = 0,934$) and organizational commitment Scale (33 items, $\alpha = 0,954$). Data analysis was carried out using Spearman's Rho technique with showed that there is a positive and significant correlation between the two variables ($r_{xy} = 0,439$, $p = 0,000$). This research showed that if Trans Property employess have a high level of work-life balance, then the level of organizational commitment is high as well.

Key Words : work-life balance, organizational commitment, property employee