

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *work life balance* dengan komitmen organisasi pada karyawan wanita di PT. Mataram Tunggal Garment Yogyakarta. Subjek penelitian ini berjumlah 90 karyawan wanita dengan karakteristik, wanita dengan masa kerja minimal satu tahun, status pernikahan menikah dan memiliki anak. Metode pengumpulan data menggunakan Skala *Work Life Balance* dan Komitmen Organisasi. Penelitian ini menggunakan validitas konstruk dan reliabilitas pada Skala *Work Life Balance* 0,915 sedangkan Skala Komitmen Organisasi sebesar 0,911. Penelitian ini menggunakan teknik analisis korelasi *Product Moment* dari Karl Pearson didapatkan hasil nilai korelasi sebesar $(r) = 0,426$ dan $p = 0,000$ ($p < 0,01$). Hal ini menunjukkan bahwa hipotesis penelitian yang mengatakan ada hubungan positif yang signifikan antara *work life balance* dengan komitmen organisasi diterima. *Work-life balance* berkontribusi sebesar 18,2% terhadap komitmen organisasi, dan 81,8 % berhubungan dengan faktor lain yaitu faktor personal, karakteristik karyawan, karakteristik struktur dan pengalaman kerja.

Kata Kunci: *work life balance*, komitmen organisasi

Abstract

This study aims to determine the relationship between work life balance and organizational commitment to female employees at PT. Mataram Tunggal Garment Yogyakarta. The subjects of this study were 90 female employees with characteristics, women with a minimum work period of one year, married marriage status and having children. The data collection method uses the Work Life Balance Scale and Organizational Commitment. This study uses construct validity and reliability on the Work Life Balance Scale of 0.915 while the Organizational Commitment Scale is 0.911. This study used the Product Moment correlation analysis technique from Karl Pearson. The results of the correlation value were $(r) = 0.426$ and $p = 0.000$ ($p < 0.01$). This shows that the research hypothesis which says there is a significant positive relationship between work life balance and organizational commitment is accepted. With this work-life balance contributed 18.2% to organizational commitment and 81.8% related to other factor, personal factors, employee characteristics, structural characteristics and work experience.

Keywords: work life balance, organizational commitment