

ABSTRAK

Karyawan gen0z di Yogyakarta menghadapi kesulitan dalam mengatur waktu pribadi dengan waktunya di tempat kerja pada kehidupan sehari-hari. Dalam konteks ini, fleksibilitas kerja memegang peran penting untuk mendapatkan *work-life balance*. Penelitian ini bertujuan untuk mengetahui hubungan antara fleksibilitas kerja dengan *work-life balance* pada karyawan gen-z di Yogyakarta. Subjek penelitian berjumlah 132 orang dengan mayoritas berada pada rentang usia 19-23 tahun (55,9%). Pengumpulan data dilakukan dengan menggunakan skala fleksibilitas kerja dengan reliabilitas 0.910 dan skala *work-life balance* dengan nilai koefisien korelasi (R) = 0,686 dengan $p = 0,000$ ($p < 0,01$). Selain itu, sumbangan efektif fleksibilitas kerja terhadap *work-life balance* sebesar 68,6%, dengan demikian 31,4% lainnya dipengaruhi oleh factor lain yang tidak diukur dalam penelitian ini.

Kata kunci : *fleksibilitas kerja, work-life balance, karyawan gen-z*

ABSTRACT

Gen Z employees in Yogyakarta often face difficulties in balancing their personal time with work responsibilities in their daily lives. In this context, work flexibility plays a crucial role in achieving work-life balance. This study aims to examine the relationship between work flexibility and work-life balance among Gen Z employees in Yogyakarta. The study involved 132 participants, the majority of whom were aged between 19 and 23 years (55.9%). Data were collected using a work flexibility scale with a reliability coefficient of 0.910, and a work-life balance scale. The results indicated a significant positive correlation between work flexibility and work-life balance ($R = 0.686$, $p = 0.000$, $p < 0.01$). Furthermore, work flexibility contributed 68.6% to the variance in work-life balance, while the remaining 31.4% was influenced by other factors not measured in this study.

Keywords: *flexibility working arrangement, work-life balance, Gen-Z employees*