

## ABSTRAK

Tantangan karyawan generasi Z dalam menyeimbangkan tuntutan pekerjaan dan kehidupan pribadi dapat berpotensi memengaruhi keterikatan kerja. Penelitian ini bertujuan untuk mengetahui hubungan antara *work-life balance* dengan *work engagement* pada karyawan Generasi Z. Hipotesis penelitian ini adalah terdapat hubungan antara *work-life balance* dengan *work engagement*. Metode penelitian ini menggunakan metode kuantitatif. Partisipan penelitian berjumlah 140 karyawan Generasi Z yang telah bekerja minimal enam bulan yang dipilih dengan teknik *purposive sampling*. Pengumpulan data dilakukan menggunakan skala *Work-Life Balance* dan *Work Engagement* yang telah diuji validitas dan reliabilitasnya. Teknik analisis data menggunakan uji korelasi Spearman rho karena data tidak berdistribusi normal. Hasil analisis menunjukkan adanya hubungan positif dan signifikan antara *work-life balance* dan *work engagement* ( $\rho = 0,354$ ;  $p < 0,01$ ). Nilai koefisien determinasi ( $R^2$ ) sebesar 0,104 menunjukkan bahwa *work-life balance* memberikan kontribusi efektif sebesar 10,4% terhadap *work engagement*. Analisis tambahan menggunakan uji Kruskal-Wallis dan Mann-Whitney menunjukkan tidak terdapat perbedaan *work engagement* yang signifikan berdasarkan jenis kelamin, lama bekerja, jam kerja per minggu, sistem kerja, dan status pekerjaan. Hasil penelitian ini mengimplikasikan pentingnya *work-life balance* dalam meningkatkan *work engagement* pada karyawan Generasi Z.

**Kata Kunci:** karyawan generasi z, *work engagement*, *work-life balance*

## ABSTRACT

*The challenges faced by Generation Z employees in balancing work demands and personal life may potentially affect their level of work engagement. This study aimed to examine the relationship between work-life balance and work engagement among Generation Z employees. The hypothesis proposed that there is a relationship between work-life balance and work engagement. This research employed a quantitative method. The participants consisted of 140 Generation Z employees who had worked for at least six months, selected using purposive sampling. Data were collected using the Work-Life Balance and Work Engagement scales, both of which had been tested for validity and reliability. Data were analyzed using Spearman's rho correlation test due to non-normally distributed data. The results indicated a positive and significant relationship between work-life balance and work engagement ( $\rho = 0.354$ ;  $p < 0.01$ ). The coefficient of determination ( $R^2$ ) was 0.104, indicating that work-life balance contributed 10.4% to work engagement. Additional analyses using the Kruskal–Wallis and Mann–Whitney tests showed no significant differences in work engagement based on gender, tenure, weekly working hours, work system, and employment status. These findings imply the importance of work-life balance in enhancing work engagement among Generation Z employees.*

**Keywords:** *generation Z employees, work engagement, work-life balance*