

Abstrak

Perkembangan dunia kerja mendorong organisasi menerapkan berbagai sistem kerja, termasuk *virtual office* dan *non-virtual office*, yang diduga berkaitan dengan kemampuan karyawan dalam menjaga *work-life balance*. Penelitian ini bertujuan untuk mengetahui perbedaan *work-life balance* pada karyawan *virtual office* dan *non-virtual office*. Hipotesis penelitian menyatakan bahwa terdapat perbedaan *work-life balance* antara karyawan *virtual office* dan *non-virtual office*. Penelitian ini menggunakan pendekatan kuantitatif dengan metode komparatif. Partisipan penelitian berjumlah 164 karyawan aktif yang telah bekerja minimal enam bulan dan dipilih menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan menggunakan skala *work-life balance* yang disusun peneliti berdasarkan empat aspek *work-life balance* menurut Fisher, Bulger, dan Smith (2009), yang terdiri atas 14 aitem yang valid dan reliabel. Data dianalisis menggunakan uji *Mann-Whitney* karena tidak memenuhi asumsi normalitas. Hasil penelitian menunjukkan bahwa tidak terdapat perbedaan *work-life balance* yang signifikan antara karyawan *virtual office* dan *non-virtual office* ($u = 2802,500$; $z = -1,821$; $p = 0,069$). Dengan demikian, hipotesis penelitian ditolak. Temuan ini menunjukkan bahwa sistem kerja bukan merupakan faktor utama yang membedakan tingkat *work-life balance* pada responden penelitian.

Kata Kunci: *work-life balance, karyawan, virtual office, non-virtual office*

Abstract

The development of the modern workplace has encouraged organizations to implement various work systems, including virtual offices and non-virtual offices, which are believed to influence with employees' ability to maintain work-life balance. This study aimed to examine the difference in work-life balance between virtual office and non-virtual office employees. The study hypothesized that there is a difference in work-life balance between the two groups. This study employed a quantitative comparative approach. The participants consisted of 164 active employees who had worked for at least six months and were selected using purposive sampling. Data were collected using a work-life balance scale developed by the researcher based on the four dimensions proposed by Fisher, Bulger, and Smith (2009), consisting of 14 valid and reliable items. The data were analyzed using the Mann–Whitney U test because the normality assumption was not met. The results indicated that there was no significant difference in work-life balance between virtual office and non-virtual office employees ($U = 2802.500$; $Z = -1.821$; $p = .069$). Therefore, the research hypothesis was rejected. These findings indicate that the work system was not a primary factor in employees' work-life balance.

Keywords: *work-life balance, employees, virtual office, non-virtual office*