

ABSTRAK

Pekerja generasi milenial menghadapi tuntutan untuk mampu menyeimbangkan kehidupan kerja dan kehidupan pribadi di tengah meningkatnya kompleksitas pekerjaan. Ketidakseimbangan antara kedua aspek tersebut diduga dapat memengaruhi tingkat *happiness at work* yang dirasakan selama bekerja. Penelitian ini bertujuan untuk mengetahui hubungan antara *work-life balance* dengan *happiness at work* pada pekerja generasi milenial. Hipotesis penelitian ini adalah terdapat hubungan positif antara *work-life balance* dengan *happiness at work* pada pekerja generasi milenial. Partisipan penelitian berjumlah 162 pekerja generasi milenial yang dipilih menggunakan teknik purposive sampling. Pengumpulan data dilakukan secara daring menggunakan Skala *Work-life balance* dan Skala *Happiness at work*. Data dianalisis menggunakan teknik korelasi Product Moment Pearson dengan bantuan IBM SPSS Statistics versi 25.0. Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *work-life balance* dengan *happiness at work* pada pekerja generasi milenial ($r = 0,190$; $p = 0,016$), sehingga hipotesis penelitian diterima. Hasil tersebut menunjukkan bahwa semakin tinggi *work-life balance* yang dimiliki pekerja generasi milenial, maka semakin tinggi pula *happiness at work* yang dirasakan.

Kata Kunci : Generasi Milenial, *happiness at work*, *work-life balance*.

ABSTRACT

Millennial workers face the challenge of balancing their work and personal lives amid the increasing complexity of their jobs. An imbalance between these two aspects is believed to affect the level of happiness at work experienced while on the job. This study aims to examine the relationship between work-life balance and happiness at work among millennial workers. The research hypothesis is that there is a positive relationship between work-life balance and happiness at work among millennial workers. The study sample consisted of 162 millennial workers selected using purposive sampling. Data were collected online using the Work-life balance Scale and the Happiness at work Scale. Data were analyzed using Pearson's product-moment correlation with IBM SPSS Statistics version 25.0. The results indicate that there is a significant positive relationship between work-life balance and happiness at work among millennial workers ($r = 0.190$; $p = 0.016$), thus supporting the research hypothesis. These findings suggest that the higher the work-life balance among millennial workers, the higher their perceived happiness at work.

Keywords: millennial workers, work-life balance, happiness at work work-life balance