

## ABSTRAK

Penelitian ini memiliki tujuan untuk mengetahui apakah ada hubungan antara *work life balance* dengan *happiness at work* pada karyawan generasi Z di sektor UMKM. Hipotesis yang diajukan pada penelitian ini adalah terdapat hubungan antara *work life balance* dengan *happiness at work* pada karyawan generasi Z di sektor UMKM. Subjek dalam penelitian ini adalah karyawan UMKM generasi Z dengan rentang usia 15 – 29 tahun. Jumlah subjek dalam penelitian ini ada sebanyak 292 karyawan UMKM generasi Z. Skala yang digunakan dalam penelitian ini yaitu skala *Happiness At Work Scales* (HAWS) dan skala *Work Life Balance* (WLBS). Teknik pengambilan subjek dalam penelitian ini menggunakan *purposive sampling*. Berdasarkan hasil analisis, diperoleh nilai korelasi koefisien ( $r_{xy}$ ) = 0,153 dan nilai signifikansi  $p = 0,029$ , sehingga hipotesis yang diajukan dalam penelitian ini diterima. Dengan begitu, artinya terdapat hubungan positif yang signifikan antara *work life balance* dengan *happiness at work* pada karyawan generasi Z di sektor UMKM.

**Kata Kunci :** *Happiness At Work*, Karyawan Generasi Z, UMKM, *Work Life Balance*

## **ABSTRACT**

*This study aims to determine whether there is a relationship between work-life balance and happiness at work among Generation Z employees in the Micro, Small, and Medium Enterprises (MSME) sector. The hypothesis proposed in this study is that there is a relationship between work-life balance and happiness at work among Generation Z employees in the MSME sector. The subjects of this study were Generation Z MSME employees ranging in age from 15 to 29 years old. The total number of subjects involved in this research was 292 Generation Z MSME employees. The scales used in this study were the Happiness At Work Scale (HAWS) and the Work-Life Balance Scale (WLBS). The sampling technique used in this study was purposive sampling. Based on the analysis results, a correlation coefficient value of  $r_{xy} = 0.153$  and a significance value of  $p = 0.029$  were obtained, indicating that the hypothesis proposed in this study is accepted. Consequently, this means there is a significant positive relationship between work-life balance and happiness at work among Generation Z employees in the MSME sector.*

**Keywords** : Generation Z Employees, Happiness At Work, MSME, Work-Life Balance