

ABSTRAK

Ulandari, Susana. 2023. *Work-Life Balance Pada Tenaga Kesehatan Generasi Sandwich*. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini menggunakan metode *cross sectional* survei. Tujuan dari penelitian ini adalah memberikan gambaran mengenai tingkat *work-life balance* pada subjek penelitian dan perbedaan *work-life balance* antara subjek laki-laki dan perempuan. Responden pada penelitian ini berjumlah 106 orang dengan pengambilan sampel menggunakan *convenience sampling*. Kriteria sampel penelitian yaitu individu dewasa berjenis kelamin laki-laki dan perempuan, usia 25-55 tahun, yang bekerja sebagai tenaga kesehatan (Dokter, Perawat, dan Bidan) di institusi pelayanan kesehatan. Subjek penelitian harus sudah menikah, memiliki anak, dan masih memiliki orang tua atau mertua. Selain itu, mereka juga bertanggung jawab baik secara material maupun non-material terhadap anak, orang tua, atau mertua (*generasi sandwich*). Penelitian ini menggunakan alat ukur *Work-Nonwork Interference and Enhancement Scale* yang disusun oleh Fisher, Bulger, dan Smith (2009) dan sudah diadaptasi ke bahasa Indonesia oleh Gunawan et al. (2019). Skala ini terdiri dari 17 item dengan 11 item *favorable* dan 6 item *unfavorable*. Berdasarkan hasil analisis, diketahui bahwa 2 (1,9%) subjek mengalami *work-life balance* rendah, 58 (54,7%) subjek dengan *work-life balance* sedang, dan 46 (43,4%) subjek dengan *work-life balance* tinggi. Sedangkan *mean work-life balance* menunjukkan subjek laki-laki ($M = 61.09$) memiliki skor lebih tinggi daripada subjek perempuan ($M = 58.39$).

Kata kunci: *Work-Life Balance*, Tenaga Kesehatan, Generasi *Sandwich*

ABSTRACT

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This study uses a cross sectional survey method. The purpose of this study is to provide an overview of the level of work-life balance in research subjects and the differences between male and female subjects. Respondents in this study amounted to 106 people by using a convenience sampling method. The criteria for the study sample were male and female adults, aged 25-55 years, who worked as health workers (doctors, nurses and midwives) in health care institutions. Research participants must be married, have children, and still have parents or in-laws. In addition, they are also responsible both materially and non-materially towards children, parents or in-laws (sandwich generation). This study used the Work-Nonwork Interference and Enhancement Scale developed by Fisher, Bulger, and Smith (2009) and adapted to Indonesian by Gunawan et al. (2019). This scale consists of 17 items with 11 items favorable and 6 items unfavorable. Based on the analysis results, it was found that 2 (1.9%) subjects experienced low work-life balance, 58 (54.7%) subjects had a moderate work-life balance, and 46 (43.4%) subjects had a high work-life balance. Meanwhile, the mean work-life balance shows that male subjects ($M = 61.09$) have a higher score than female subjects ($M = 58.39$).

Keywords: *Work-Life Balance, Health Workers, Sandwich Generation*