

ABSTRAK

HUBUNGAN ANTARA *WORK LIFE BALANCE* DENGAN KOMITMEN ORGANISASI PEWAGAI DI PERUMDA AIR BATUSANGKAR

Penelitian ini dilakukan kepada pegawai PERUMDA Air Minum Batusangkar. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *Work Life Balance* dengan Komitmen Organisasi Pegawai PERUMDA Air Minum Batusangkar. Populasi dalam penelitian ini adalah seluruh pegawai PERUMDA Air Minum Batusangkar yang berjumlah 104. Adapun subjek penelitian ini menggunakan teknik *sampling* jenuh, dimana semua anggota populasi digunakan sebagai sampel, sampel pada penelitian ini sebanyak 104 pegawai PERUMDA Air Minum Batusangkar. Alat ukur yang digunakan adalah Skala *Work Life Balance* yang peneliti susun berdasarkan teori Fisher dkk (dalam Pranindhita & Wibowo, 2020) dan Skala komitmen organisasi yang peneliti susun berdasarkan teori steers (dalam Ingarianti, 2017). Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi *product moment (pearson)*, yang menunjukkan bahwa $r = 0,718$ dengan nilai $p = 0,000 (<0,01)$, artinya terdapat hubungan yang signifikan antara *Work Life Balance* dengan Komitmen Organisasi Pegawai PERUMDA Air Minum Batusangkar. Berarti hipotesis penelitian diterima. Adapun sumbangan efektif dari variabel *Work Life Balance* terhadap Komitmen Organisasi sebesar 52%, halini dapat diartikan bahwa *Work Life Balance* mampu memberikan kontribusi positif terhadap Komitmen Organisasi sebesar 52%.

Kata Kunci : *work life balance*, komitmen organisasi, pegawai

ABSTRACT

THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND THE ORGANIZATIONAL COMMITMENT OF EMPLOYEES AT PERUMDA AIR MINIMUM BATUSANGKAR

This research was conducted on employees of PERUMDA Air Minum Batusangkar. This research aims to see whether there is a relationship between Work Life Balance and the Organizational Commitment of PERUMDA Air Minum Batusangkar Employees. The population in this study were all 104 employees of PERUMDA Air Minum Batusangkar. The subjects of this study used a saturated sampling technique, where all members of the population were used as samples in this study, totaling 104 employees of PERUMDA Air Minum Batusangkar. The measuring instrument used was the Work Life Scale. The balance that researchers compiled is based on the theory of Fisher et al (in Pranindhita & Wibowo, 2020) and the organizational commitment scale that researchers compiled based on steers theory (in Ingarianti. 2017). The data analysis method used for hypothesis testing in this research is by using product moment correlation (Pearson), which shows that $r = 0.718$ with a p value = 0.000 (<0.01), meaning that there is a significant relationship between Work Life Balance and the Organizational Commitment of PERUMDA Air Minum Batusangkar Employees. This means that the research hypothesis is accepted. The effective contribution of the Work Life Balance variable towards Organizational Commitment of 52%, this means that Work Life Balance is able to make a positive contribution to Organizational Commitment of 52%

Keywords: work life balance, organizational commitment, employees