

## ABSTRAK

### HUBUNGAN ANTARA *WORK LIFE BALANCE* DENGAN *EMPLOYEE ENGAGEMENT* PADA PEGAWAI PUSKESMAS KINALI

Penelitian ini dilakukan kepada pegawai Puskesmas Kinali. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *work life balance* dengan *employee engagement* pada pegawai Puskesmas Kinali. Variabel bebas dalam penelitian ini adalah *work life balance* dan variabel terikat dalam penelitian ini adalah *employee engagement*, alat ukur yang digunakan dalam penelitian ini adalah skala *work life balance* dan *employee engagement*. Sampel dalam penelitian ini adalah 72 pegawai Puskesmas Kinali yaitu bidan dan perawat. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala *work life balance* berkisar antara 0,331 sampai dengan 0,834. Hasil koefisien validitas pada skala *employee engagement* berkisar antara 0,373 sampai dengan 0,825. Dengan koefisien reliabilitas *work life balance* sebesar 0,954 dan pada skala *employee engagement* sebesar 0,928. Berdasarkan analisis data, diperoleh nilai korelasi antara *work life balance* dengan *employee engagement* sebesar  $r = 0,570$  dengan taraf 0,000 yang berarti hipotesis diterima. Menunjukkan hubungan sedang yang berarah positif, artinya semakin tinggi *work life balance* maka semakin tinggi pula *employee engagement*. Hal ini menunjukkan bahwa terdapat hubungan yang sedang dan sangat signifikan antara *work life balance* dengan *employee engagement* pada pegawai Puskesmas Kinali. Adapun sumbangan efektif dari variabel *work Life balance* dengan *employee engagement* yaitu sebesar 32,49%. Hal ini dapat diartikan bahwa *work life balance* mampu memberikan kontribusi terhadap *employee engagement* sebesar 32,49%.

**Kata kunci:** *work life balance*, *employee engagement*, pegawai, puskesmas, korelasi

## ***ABSTRACT***

### ***RELATIONSHIP BETWEEN WORK LIFE BALANCE AND EMPLOYEE ENGAGEMENT IN KINALI COMMUNITY HEALTH CENTER EMPLOYEES***

This study was conducted on employees of Kinali Health Center. This study aims to see whether there is a relationship between work life balance and employee engagement in employees of Kinali Health Center. The independent variable in this study is work life balance and the dependent variable in this study is employee engagement, the measuring instrument used in this study is the work life balance and employee engagement scale. The sample in this study was 72 employees of Kinali Health Center, namely midwives and nurses. The validity and reliability tests in this study used the alpha cronbach technique. The results of the validity coefficient on the work life balance scale ranged from 0.331 to 0.834. The results of the validity coefficient on the employee engagement scale ranged from 0.373 to 0.825. With a work life balance reliability coefficient of 0.954 and on the employee engagement scale of 0.928. Based on data analysis, the correlation value between work life balance and employee engagement was obtained at  $r = 0.570$  with a level of 0.000 which means the hypothesis is accepted. Shows a moderate relationship that is positive, meaning that the higher the work life balance, the higher the employee engagement. This shows that there is a moderate and very significant relationship between work life balance and employee engagement in Puskesmas Kinali employees. The effective contribution of the work life balance variable to employee engagement is 32.49%. This can be interpreted that work life balance is able to contribute to employee engagement by 32.49%.

**Keywords: work life balance, employee engagement, employees, health center, correlation**