

Gambaran tingkat persepsi work-life balance pada pejabat diplomatik dan konsuler Kementerian Luar Negeri Republik Indonesia = Work life balance of the diplomatic and consular officers at the ministry of foreign affairs of the Republic of Indonesia / Ahmmad Arrofi Chatramanderaj

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Abstrak

[ABSTRAK

Tesis ini membahas mengenai gambaran tingkat persepsi work-life balance pada pejabat diplomatik dan konsuler Kementerian Luar Negeri Republik Indonesia. Work-life balance secara sederhana dapat diartikan sebagai sebuah keadaan ideal dimana seseorang dapat memenuhi segala tuntutan maupun kebutuhannya baik work -hal lain yang terkait) dan (hal-hal di luar kehidupan kerja, seperti keluarga, rekreasi, serta hal lain yang tidak terkait dengan karir). Penelitian dilakukan pada 244 Diplomat Indonesia (n=244), baik yang bertugas di dalam negeri maupun di luar negeri. Hasil dari penelitian ini menunjukkan bahwa Diplomat Indonesia memiliki tingkat persepsi work-life balance yang sedang. Terdapat perbedaan tingkat persepsi work-life balance yang signifikan pada Diplomat Indonesia berdasarkan usia, lama bekerja, dan berdasarkan jumlah penempatan. Metode kualitatif dengan wawancara terhadap 10 informan dilakukan untuk memperkaya hasil penelitian. Hasil yang diperoleh dari penelitian ini diharapkan dapat menjadi instrumen untuk membantu meningkatkan kualitas kinerja dan pelayanan Biro Kepegawaian Kemlu RI dalam mengambil keputusan yang berkaitan dengan manajemen SDM pada profesi Diplomat, misalnya, dalam mengambil keputusan mengenai fasilitas atau kebijakan yang menunjang kualitas hidup pegawai di lingkungan Kemlu RI.

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ABSTRACT

This thesis discusses the work-life balance of diplomatic and consular officers at the Ministry of Foreign Affairs of the Republic of Indonesia. Work-life balance simply defined as an ideal state in which a person can meet all the demands and needs within the work sphere (career and other matters related) and life sphere (things outside of work life, such as family, recreation, and other things that are not related to career). The study was conducted at 244 Indonesian Diplomats (n = 244), both of which served in the country and abroad. The results of this study indicate that Indonesian diplomats have fair perceived level of work-life balance. There are differences in the level of perception of work-life balance that is significant in Indonesian diplomats based on age, years of service, and based on the number of placements. Qualitative methods by interview with 10 informants is conducted to enrich the research. The results obtained from this study are

expected to be an instrument to help improve the quality of performances and services of Employment Bureau of Ministry of Foreign Affairs in making decisions relating to the human resources management, for example, in making decisions regarding the facilities or policies that support the quality of life of employees in the Ministry of Foreign Affairs., This thesis discusses the work-life balance of diplomatic and consular officers at

the Ministry of Foreign Affairs of the Republic of Indonesia. Work-life balance simply defined as an ideal state in which a person can meet all the demands and needs within the work sphere (career and other matters related) and life sphere (things outside of work life, such as family, recreation, and other things that are not related to career). The study was conducted at 244 Indonesian Diplomats (n = 244), both of which served in the country and abroad. The results of this study indicate that Indonesian diplomats have fair perceived level of work-life balance. There are differences in the level of perception of work-life balance that is significant in Indonesian diplomats based on age, years of service, and based on the number of placements. Qualitative methods by interview with 10 informants is conducted to enrich the research. The results obtained from this study are expected to be an instrument to help improve the quality of performances and services of Employment Bureau of Ministry of Foreign Affairs in making decisions relating to the human resources management, for example, in making decisions regarding the facilities or policies that support the quality of life of employees in the Ministry of Foreign Affairs.]