

Penerapan family friendly policies dalam bentuk on-site childcare di tempat kerja untuk meningkatkan work-life balance pekerja perempuan: studi deskriptif di Sekolah Sahabat Semut, Kementerian Ketenagakerjaan Republik Indonesia) = Implementaion of family friendly policies in the form of on-site childcare for enhancing female employee work-life balance: descriptive study of Sekolah Sahabat Semut, Ministry of Workforce, Republic of Indonesia

Syifa Fajriani, author

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Abstrak

ABSTRACT

Penelitian ini membahas proses penerapan, hambatan dan tantangan dalam pembangunan on-site childcare yang dilakukan oleh Kementerian Ketenagakerjaan RI, serta manfaat dari adanya on-site childcare tersebut terhadap work-life balance pekerja perempuan di Kementerian Ketenagakerjaan RI. Penelitian ini adalah penelitian kualitatif dengan desain deskriptif. Hasil penelitian ini menyimpulkan bahwa dari tahap perencanaan, hingga pembangunan on-site childcare, tidak terdapat masalah yang mengganggu jalannya pembangunan on-site childcare. Hal tersebut dikarenakan besarnya dukungan dari berbagai pihak yang membantu Divisi Umum, Kementerian Ketenagakerjaan RI untuk menerapkan family friendly policies dalam bentuk on-site childcare. Adanya on-site childcare ini memberikan banyak manfaat, tidak hanya bagi work-life balance pekerja perempuan, namun juga bagi organisasi dan anak yang dititipkan.

ABSTRACT

This research discusses the process of implementation, obstacles, and challenges that occur during on-site childcare development phase carried out by Ministry of Manpower Republic of Indonesia, also benefit comes from the existence of on-site childcare towards female workers work-life balance in Ministry of Manpower Republic of Indonesia. This research is a qualitative research with a descriptive design. The results of this study concluded that from the planning stage to the development of on-site childcare, there were no obstacles that disrupted the course of on-site childcare development. This is due to the large support from various parties that helps General Division, Ministry of Manpower to implement family-friendly policies in the form of on-site childcare. In addition, the existence of on-site childcare provides many benefits not only for the work-life balance of female workers but also for the organizations and children entrusted.