

## Boundary Management dan Work Life Balance Gen Z: Peran Moderasi Perceived Flexibility = Z Generation's Boundary Management dan Work Life Balance: Moderating Role of Perceived Flexibility

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### Abstrak

Gen Z merupakan generasi yang lahir di atas tahun 1995. Gen Z hadir dengan karakteristik yang berbeda dari angkatan sebelumnya. Hampir sebagian besar Gen Z menyadari pentingnya work life balance namun fenomena yang terjadi adalah Gen Z memiliki tingkat work-life balance terendah dibandingkan generasi sebelumnya. Salah satu anteseden dari work life balance adalah boundary management. Boundary management adalah cara individu membuat batasan- batasan keterlibatan diri pada kegiatan di pekerjaan maupun non pekerjaan. Penelitian sebelumnya menemukan adanya inkonsistensi pada hubungan antara boundary management dan work life balance. Peneliti berasumsi bahwa hubungan boundary management dan work life balance dapat diperkuat dengan adanya moderasi dari perceived flexibility. Boundary management menjadi lebih kuat ketika individu merasakan otonomi penuh atas pekerjaannya atau merasakan perceived flexibility yang tinggi dan pada akhirnya dapat meningkatkan work life balance. Studi ini dilakukan pada 157 Gen Z. Instrumen penelitian meliputi adaptasi alat ukur Work-Life Balance, Boundary Management, dan Perceived Flexibility. Pengujian hipotesis dilakukan Macro Process Hayes. Hasil penelitian menunjukkan tidak ditemukan peran moderasi perceived flexibility dalam hubungan boundary management dan work life balance pada Gen Z. Hal ini dapat disebabkan karena latar belakang pekerjaan dari sampel penelitian yang sangat beragam sehingga penelitian selanjutnya disarankan lebih berfokus pada status kepegawaian dan sektor industri yang lebih serupa.

.....Gen Z is a generation that born after 1995. Gen Z comes with different characteristics from the previous generation. Most of Gen Z are aware of the importance of work-life balance, but the phenomenon that occurs is that Gen Z has the lowest level of work-life balance compared to the previous generation. One of the antecedents of work life balance is boundary management. Boundary management is a way for individuals to set limits on their involvement in activities at work and non-work. Previous research found inconsistencies in the relationship between boundary management and work life balance. The researcher assumes that the relationship between boundary management and work life balance can be strengthened by the presence of perceived flexibility. Boundary management becomes stronger when individuals feel full autonomy over their work or feel high perceived flexibility and ultimately can improve work-life balance. This study was conducted on 157 Gen Z. Research instruments include adaptation of measuring tools of Work-Life Balance, Boundary Management, and Perceived Flexibility. Hypothesis testing was carried out by the Macro Process Hayes moderation test. The results showed that there was no moderating role of perceived flexibility in the relationship between boundary management and work life balance in Gen Z. This could be due to the very diverse work background of the research sample, so that further research is suggested to focus on the employment status and work system of the sample that are more similar.