

## Work Life Balance dalam Sistem Hybrid Working dan Dampaknya terhadap Peran Ganda Pekerja Perempuan = Work Life Balance in the Hybrid Working System and Its Impact on the Dual Roles of Women Workers

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### Abstrak

Penelitian ini bertujuan untuk menjelaskan work life balance dalam penerapan sistem hybrid working yang berdampak pada peran ganda pekerja perempuan. Studi-studi terdahulu belum membahas kasus pekerja perempuan berperan ganda, sebagai pekerja formal dan ibu rumah tangga, aspek fleksibilitas waktu kerja dalam hybrid working, serta peran ganda pekerja perempuan sebagai dampak dari work life balance dalam hybrid working. Pada penelitian ini menemukan fleksibilitas ruang kerja dan waktu kerja dalam sistem hybrid working yang mendorong pekerja perempuan mencapai work life balance. Selain itu, penelitian ini menemukan dampak work life balance terhadap peran ganda, yaitu di satu sisi pekerja perempuan dapat dimungkinkan untuk mengatur peran gandanya tetapi di sisi lain terjadi kecenderungan memperkuat atau memperkokoh peran-peran domestik (konservatif) perempuan pekerja dalam rumah tangga sehingga membuat beban pekerja perempuan semakin besar. Penelitian ini menggunakan pendekatan kualitatif dengan teknik penelitian berupa wawancara mendalam. Subjek pada penelitian ini adalah para pekerja perempuan yang telah berkeluarga dan memiliki support system di dalam keluarga, seperti suami, anak, ART, serta orang tua.

.....This study aims to explain work life balance in the implementation of a hybrid working system which has an impact on the dual roles of female workers. Previous studies have not discussed the case of women workers having dual roles, as formal workers and housewives, aspects of work time flexibility in hybrid working, and the dual role of women workers as a result of work life balance in hybrid working. In this study found the flexibility of work space and working time in a hybrid working system that encourages female workers to achieve work life balance. In addition, this study found the impact of work life balance on multiple roles, namely on the one hand female workers can be enabled to manage their dual roles but on the other hand there is a tendency to strengthen or strengthen women's domestic (conservative) roles in the household so as to make the burden on female workers even greater. This study uses a qualitative approach with research techniques in the form of in-depth interviews. The subjects in this study were female workers who are married and have a support system within the family, such as husbands, children, household members, and parents.