

# Mengatasi Workaholic dengan Intervensi “Work-Life Harmony” di BUMN Sektor Asuransi PT. XYZ = Conquer Workaholics With The “Work-Life Harmony” Intervention In The Insurance Sector BUMN PT. XYZ

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## Abstrak

Penelitian ini bertujuan untuk melihat apakah Program Intervensi "Work-Life Harmony" dapat membantu individu workaholic dengan meningkatkan Harmonious Passion dan menurunkan Obsessive Passion. Studi baseline melibatkan 217 orang untuk mengukur Workaholic, Harmonious Passion, dan Obsessive Passion. 20 partisipan mengikuti program intervensi, dengan pengukuran perubahan sebelum dan sesudah program. Hasil studi baseline menunjukkan Environmental Mastery berhubungan positif dengan Harmonious Passion dan Obsessive Passion. Kemudian, Obsessive Passion berhubungan positif dengan Working Excessively dan Working Compulsively. Intervensi menunjukkan penurunan Obsessive Passion yang signifikan ( $p < 0.05$ ) dan perubahan perilaku pada durasi lama bekerja pada 13 partisipan. Program intervensi "Work-Life Harmony" menunjukkan potensi dalam menurunkan workaholic dengan melihat penurunan durasi lama bekerja dan menurunkan Obsessive Passion. Hasil ini memberikan kontribusi penting pada pemahaman tentang motivasi kerja dan perilaku workaholic, serta menyediakan dasar untuk penelitian empiris lebih lanjut. Temuan ini menggarisbawahi pentingnya intervensi yang ditargetkan dalam menciptakan keseimbangan kerja-hidup yang lebih baik, sehingga mengurangi dampak negatif dari workaholism terhadap individu dan lingkungan kerja mereka.

.....This study examined the effectiveness of a Work-Life Harmony Intervention Program in reducing workaholic behavior by enhancing Harmonious Passion and diminishing Obsessive Passion. A baseline study involving 217 participants assessed their levels of Workaholic, Harmonious Passion, and Obsessive Passion. Subsequently, 20 participants engaged in the intervention program, with pre- and post-intervention measurements conducted. The baseline study revealed a positive correlation between Environmental Mastery and both Harmonious Passion and Obsessive Passion. Additionally, Obsessive Passion was positively associated with Working Excessively and Working Compulsively. The intervention resulted in a significant decrease in Obsessive Passion ( $p < 0.05$ ) and a behavioral change in work duration for 13 participants. The Work-Life Harmony Intervention Program demonstrated potential in reducing workaholic behavior by lowering work duration and Obsessive Passion. These findings contribute significantly to understanding work motivation and workaholic behavior, laying the groundwork for further empirical research. The results emphasize the importance of targeted interventions in promoting better work-life balance, thereby mitigating the negative consequences of workaholism on individuals and their work environments.