

## Hubungan antara Trait Mindfulness dengan Work-Life Balance pada Digital Workers = The Relationship between Trait Mindfulness and Work-Life Balance among Digital Workers

Katiandagho, Charen Nataly, author

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### Abstrak

Kemampuan digital workers dalam mengerjakan pekerjaan kapan pun dan di mana pun memiliki dampak positif dan dampak negatif. Salah satu dampak negatif yang ditimbulkan adalah masalah keseimbangan antarperan (lack of work-life balance). Menurut beberapa penelitian, salah satu variabel yang berkorelasi positif dengan work-life balance adalah trait mindfulness. Akan tetapi, sebagian besar penelitian sebelumnya hanya meneliti mindfulness dengan work-family balance saja. Oleh karena itu, penelitian ini bertujuan untuk menguji hubungan antara trait mindfulness dengan work-life balance, sebagai bentuk lebih luas dari work-family balance, pada digital workers. Work-life balance adalah variabel multidimensional yang memiliki empat dimensi, yaitu Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Work Enhancement of Personal Life (WEPL), dan Personal Life Enhancement of Work (PLEW). Alat ukur yang digunakan adalah Mindfulness Attention Awareness Scale (Brown & Ryan, 2003) yang telah diadaptasi oleh Rizky (2018) dan Work/Nonwork Scale (Fisher, 2001; Fisher et al., 2009) yang telah digunakan oleh Gupitararas (2016). Data penelitian ini berasal dari 155 digital workers yang bekerja secara full time. Hasil penelitian ini menunjukkan terdapat hubungan antara trait mindfulness dengan WIPL, PLIW, PLEW, tetapi tidak menunjukkan hubungan antara trait mindfulness dengan WEPL. Berdasarkan hasil ini, baik perusahaan maupun digital workers dapat mempertimbangkan trait mindfulness sebagai cara untuk mencapai work-life balance.

.....The ability of digital workers to work anytime and anywhere has positive and negative impacts. One of the negative impacts is lack of work-life balance. According to several studies, one of the variables that is positively correlated with work-life balance is trait mindfulness. However, most previous studies have only examined mindfulness with work-family balance. Therefore, this study aims to examine the relationship between trait mindfulness and work-life balance, as a broader variable than work-family balance, in digital workers. Work-life balance is a multidimensional variable that has four dimensions, namely Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Work Enhancement of Personal Life (WEPL), and Personal Life Enhancement of Work (PLEW). Instruments used in this study are Mindfulness Attention Awareness Scale (Brown & Ryan, 2003) which had been adapted by Rizky (2018) and the Work/Nonwork Scale (Fisher, 2001; Fisher et al., 2009) which had been adapted by Gupitararas (2016). This research data comes from 155 digital workers who work full time. The results of this study indicate that there is a significant relationship between trait mindfulness and WIPL, PLIW, PLEW, but did not show a relationship between the trait mindfulness and WEPL. Based on these results, both companies and digital workers can consider trait mindfulness as a way to achieve work-life balance.