PERBEDAAN *WORK-LIFE BALANCE* PADA KARYAWAN *START-UP* YANG BEKERJA SECARA *WORK FROM ANYWHERE* DAN *WORK FROM OFFICE*

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ABSTRAK

Dalam era modern, fenomena WFA dan WFO telah menjadi perhatian utama karena teknologi informasi memungkinkan fleksibilitas dalam menjalankan pekerjaan dibandingkan dengan model konvensional, yaitu WFO. Peningkatan pekerja Work From Anywhere dengan fleksibilitas tinggi dari data OJK dan Katadata.co.id mengakibatkan tantangan terkait Work-Life Balance dikarenakan kurangnya batasan waktu kerja dan waktu pribadi yang jelas. Grand Teori yang digunakan dalam penelitian ini mengacu pada teori Fisher (2009). Penelitian ini bertujuan untuk mengetahui perbedaan dalam Work-Life Balance antara karyawan yang bekerja di Start-up dengan dua sistem kerja, yaitu Work From Anywhere (WFA) dan Work From Office (WFO). Subjek penelitian merupakan karyawan dari berbagai Start-up yang telah menerapkan kedua sistem kerja minimal selama 6 bulan berjumlah 120 subjek WFA dan WFO. Penelitian ini menggunakan metode kuantitatif. Teknik pengambilan sampel menggunakan metode purposive sampling dan metode pengumpulan data melalui penyebaran skala. Data yang terkumpul kemudian dianalisis menggunakan metode Analisis Deskriptif dan Analisis Data Statistik Uji T menggunakan software SPSS versi 26.0 for Microsoft Windows. Hasil penelitian menunjukkan bahwa tidak ada perbedaan signifikan dalam keseimbangan kehidupan kerja antara karyawan yang bekerja dengan sistem WFA dan WFO di lingkungan kerja Start-up. Dengan nilai signifikansi (2-tailed) sebesar 0,400>0,05, hal ini menunjukkan bahwa karyawan yang bekerja dengan kedua sistem tersebut memiliki tingkat keseimbangan kehidupan kerja yang relatif setara.

Kata Kunci*: Sistem Kerja, Start-up, Work From Anywhere, Work From Office, Work-Life Balance*

DIFFERENCES IN *WORK-LIFE BALANCE* AMONG *START-UP* EMPLOYEES WORKING IN *WORK FROM ANYWHERE* AND *WORK FROM OFFICE*

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ABSTRACT

In the modern era, the WFA and WFO phenomena have become a major concern because information technology allows flexibility in carrying out work compared to the conventional WFO model. The increase in Work From Anywhere workers with high flexibility according to OJK and Katadata.co.id data has resulted in challenges related to Work-Life Balance due to the lack of clear boundaries between work time and personal time. The Grand Theory used in this research refers to Fisher's (2009) theory. This research aims to determine the differences in Work-Life Balance between employees who work in Start-ups with two work systems, namely Work From Anywhere (WFA) and Work From Office (WFO). The research subjects were employees from various start-ups who had implemented both work systems for a minimum of 6 months totaling 120 WFA and WFO subjects. This research uses quantitative methods. The sampling technique uses a purposive sampling method and data collection method through scale distribution. The collected data was then analyzed using the Descriptive Analysis method and T Test Statistical Data Analysis using SPSS software version 26.0 for Microsoft Windows. The research results show that there is no significant difference in work-life balance between employees who work with the WFA and WFO systems in the Start-up work environment. With a significance value (2-tailed) of 0.400>0.05, this shows that employees who work with both systems have a relatively equal level of work-life balance.

Keywords*: Work System, Start-up**, Work-Life Balance, Work From Anywhere, Work From Office*