

ABSTRAK

Saat ini partisipasi generasi milenial dalam angkatan kerja mulai mendominasi. Namun para milenial yang bekerja menghadapi kondisi yang sulit dalam menghadapi stres dan kelelahan bekerja. *Work-life balance* telah menjadi perhatian milenial yang menuntut pada keseimbangan kualitas kehidupan kerja dan kehidupan pribadi. Tujuan penelitian ini adalah mengeksplorasi bagaimana pemaknaan *work-life balance* dan hambatan yang ditemui milenial dalam usahanya mencapai *work-life balance*.

Studi penelitian ini dilakukan dengan metode kualitatif menggunakan pendekatan fenomenologi yang sesuai dengan tujuan penelitian yaitu mengeksplorasi secara mendalam tentang *work-life balance*. Data dikumpulkan dari wawancara dengan sejumlah 10 karyawan milenial level manajerial di lingkungan kerja berbasis syariah yang terindikasi merasakan hambatan dalam usahanya mencapai *work-life balance*.

Temuan dari penelitian ini berhasil mengidentifikasi penyebab, konflik peran, dampak *work-life balance*, upaya individu mengelola *work-life balance*, faktor yang mendasari pemaknaan konsep *work-life balance*, dan manifestasi pemaknaan *work-life balance*. Hambatan yang ditemui individu dalam memenuhi *work-life balance* disebabkan oleh keterbatasan diri dalam mendistribusikan *personal resources* terhadap domain kehidupan. Pemaknaan konsep *work-life balance* oleh karyawan milenial level manajerial didasari oleh faktor individual dan faktor organisasi. Manifestasi pemaknaan setiap individu dilakukan dengan cara yang unik dan berbeda yang mencakup keadilan pembagian *resources*, perolehan kualitas hidup, hubungan timbal balik antar domain, pemisahan domain secara jelas, kesetaraan kehidupan duniawi dan akhirat.

Kata kunci : *Work-Life Balance*, Milenial, Level Manajerial, Syariah

ABSTRACT

Presently, the participation of millennials in the workforce begins to dominate. However, millennials who work face difficult conditions in dealing with stress and work fatigue. Work-life balance has become a concern for millennials who demand the balance of work life quality dan personal life quality. The purpose of this research is to explore how the meaning of work-life balance and the obstacles encountered by millennials in their efforts to achieve work-life balance.

This research using a phenomenological approach with a qualitative method that is in accordance with the research objectives, namely exploring in depth about work-life balance. The data was collected from interviews with 10 managerial-level millennial employees in a sharia-based work environment are indicated to feel obstacles in their efforts to achieve work-life balance.

The findings of this research successfully identified the causes, role conflicts, the impact of work-life balance, individual efforts to manage work-life balance, the factors underlying the meaning of the concept of work-life balance, and the manifestations of the meaning of work-life balance. The obstacles encountered by individuals in fulfilling work-life balance are caused by self-limitations in distributing personal resources to the life domain. The meaning concept of work-life balance by millennial on managerial level employees is based on individual factors and organizational factors. Manifestation of the meaning on each individual is carried out in a unique and different way that includes the fairness on resources distribution, the acquisition of life quality, mutual relations inter-domains, clear domain separation, equality of worldly life and afterlife.

Keywords : Work-Life Balance, Millennials, Managerial Level, Sharia