

## ABSTRAK

Dosen adalah pendidik profesional dan ilmuwan dengan tugas utama mentransformasikan, mengembangkan, dan menyebarluaskan ilmu pengetahuan, teknologi, dan seni melalui pendidikan, penelitian, dan pengabdian kepada masyarakat. Dalam pekerjaannya, dosen memiliki tuntutan yang tinggi berupa tugas pokok dan tambahan yang banyak dan beragam. Di sisi lain, dosen juga memiliki tuntutan peran di kehidupan personalnya. Jumlah dan waktu kerja yang dimiliki dosen, serta banyaknya tuntutan di luar bekerja, seringkali membuat dosen merasakan lelah dan jenuh, sehingga memengaruhi *quality of life* dosen. Untuk meminimalisir hal tersebut, dosen perlu memiliki *work-life balance* yang baik. Penelitian ini bertujuan untuk mengetahui gambaran *work-life balance* pada dosen di Universitas Padjadjaran. Subjek penelitiannya terdiri dari 97 dosen ( $n = 97$ ) tetap di Universitas Padjadjaran yang diambil menggunakan teknik *sampling convenience sampling*. Pengumpulan data menggunakan kuesioner secara *online* menggunakan *google form*. Data diolah menggunakan IBM SPSS Statistics 22. Analisis data menggunakan analisis deskriptif dan uji beda berdasarkan faktor demografi sebagai data tambahan. Hasilnya, sebesar 61% dosen memiliki *work-life balance*, sedangkan 39% dosen memiliki *work-life imbalance*. Lalu, hasil uji beda berdasarkan faktor demografi menunjukkan bahwa perbedaan yang signifikan hanya terdapat pada dimensi WIPL untuk data demografi jenis kelamin ( $p = 0.017$ ) dan umur ( $p = 0.015$ ).

Kata kunci: *Work-life balance*, Dosen, Psikologi

## ABSTRACT

*Lecturers are professional educators and scientists with the main task of transforming, developing and disseminating science, technology and art through education, research and community service. In their work, lecturers have high demands in the form of many and varied main and additional assignments. On the other hand, lecturers also have role demands in their personal lives. The number and hours of work that lecturers have, as well as the many demands outside of work, often make lecturers feel tired and bored, thus affecting the quality of life of lecturers. To minimize this, lecturers need to have a good work-life balance. This study aims to describe the work-life balance of lecturers at Padjadjaran University. The research subjects consisted of 97 permanent lecturers ( $n = 97$ ) at Padjadjaran University who were taken using a convenience sampling technique. Data collection uses an online questionnaire using the Google form. Data were processed using IBM SPSS Statistics 22. Data analysis used descriptive analysis and tests of difference based on demographic factors as additional data. As a result, 61% of lecturers have work-life balance, while 39% of lecturers have work-life imbalance. Then, the results of the tests of difference based on demographic factors showed that significant differences were only found in the WIPL dimension for the demographic data of gender ( $p = 0.017$ ) and age ( $p = 0.015$ ).*

Keywords: Work-life balance, Lecturer, Psychology