

ABSTRAK

Siti Nazwa Kamiliya Rahmah (1222010285), “Pengaruh *Work-Life Balance* Terhadap Komitmen Organisasi Stakeholder Sekolah (Penelitian di SMA Labschool Percontohan UPI Kampus Cibiru)”

Di tengah pesatnya perkembangan zaman dan meningkatnya tuntutan kerja di lingkungan pendidikan, *work-life balance* menjadi aspek yang semakin penting bagi stakeholder sekolah. Keseimbangan antara kehidupan kerja dan kehidupan pribadi diperlukan agar guru dan tenaga kependidikan tetap mampu menjalankan tugas secara optimal tanpa mengabaikan kebutuhan personalnya. Kondisi ini berpengaruh terhadap munculnya komitmen organisasi yang kuat, karena individu yang merasakan keseimbangan dalam hidup dan pekerjaannya cenderung lebih loyal, bertanggung jawab, dan terikat pada institusi tempatnya bekerja. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *work-life balance* terhadap komitmen organisasi stakeholder sekolah di SMA Labschool Percontohan UPI Kampus Cibiru. *Work-life balance* dikaji melalui tiga indikator, yaitu keseimbangan waktu, keseimbangan keterlibatan, dan keseimbangan kepuasan. Sementara itu, komitmen organisasi dianalisis melalui tiga indikator, yaitu komitmen afektif, komitmen kontinuans, dan komitmen normatif. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei yang melibatkan 32 responden, yaitu stakeholder sekolah di SMA Labschool Percontohan UPI Kampus Cibiru. Teknik pengumpulan data dilakukan melalui penyebaran angket dan dianalisis menggunakan uji regresi linear sederhana. Hasil penelitian menunjukkan bahwa *work-life balance* berpengaruh signifikan terhadap komitmen organisasi stakeholder sekolah dengan nilai signifikansi $0,002 < 0,05$ dan nilai koefisien determinasi sebesar 0,282. Hal ini menunjukkan bahwa *work-life balance* memberikan kontribusi sebesar 28,2% terhadap komitmen organisasi, sedangkan 71,8% dipengaruhi oleh faktor lain. Dengan demikian, *work-life balance* berperan dalam membentuk komitmen organisasi stakeholder sekolah, meskipun tetap diperlukan dukungan faktor-faktor lain secara menyeluruh.

Kata Kunci: Keseimbangan kerja-pribadi, Komitmen Organisasi, Stakeholder Sekolah

ABSTRACT

Siti Nazwa Kamiliya Rahmah (1222010285), “The Effect of Work-Life Balance on School Stakeholders’ Organizational Commitment (A Study at Senior High School Labschool Percontohan UPI Cibiru)”

In the midst of rapid development and increasing work demands in the educational environment, work-life balance has become an increasingly important aspect for school stakeholders. The balance between work life and personal life is needed so that teachers and education staff can continue to perform their duties optimally without neglecting their personal needs. This condition influences the emergence of strong organizational commitment, because individuals who experience balance in their lives and work tend to be more loyal, responsible, and attached to the institution where they work. The aims of this research is to determine the effect of work-life balance on the organizational commitment of school stakeholders at SMA Labschool Percontohan UPI Kampus Cibiru. Work-life balance is examined through three indicators, namely time balance, involvement balance, and satisfaction balance. Meanwhile, organizational commitment is analyzed through three indicators, namely affective commitment, continuance commitment, and normative commitment. This study used a quantitative approach with a survey method involving 32 respondents, namely school stakeholders at SMA Labschool Percontohan UPI Kampus Cibiru. Data collection was conducted through questionnaires and analyzed using simple linear regression. The results showed that work-life balance had a significant effect on the organizational commitment of school stakeholders with a significance value of $0.002 < 0.05$ and a coefficient of determination of 0.282. This shows that work-life balance contributed 28.2% to organizational commitment, while 71.8% was influenced by other factors. Thus, work-life balance plays a role in shaping the organizational commitment of school stakeholders, although support from other factors is still comprehensively needed.

Keywords: Work-Life Balance, Organizational Commitment, School Stakeholder