

HUBUNGAN *WORK LIFE BALANCE*, STRES KERJA, DAN LINGKUNGAN KERJA TERHADAP *QUALITY OF WORK LIFE* PADA PEGAWAI ARSIP NASIONAL REPUBLIK INDONESIA (ANRI) TAHUN 2025

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Abstrak

Quality of work life adalah persepsi karyawan terhadap kondisi lingkungan kerja yang aman, puas, nyaman di tempat kerja. Penelitian ini bertujuan untuk mengetahui hubungan antara *work life balance*, stres kerja, dan lingkungan kerja terhadap *quality of work life* pada pegawai ANRI. Studi ini menggunakan metode kuantitatif dengan desain studi *cross sectional*, dimana data primer dikumpulkan melalui penyebaran kuesioner dan pengukuran langsung dengan alat. Pengambilan sampel dalam penelitian ini dilakukan dengan teknik *simple random sampling*, dengan jumlah responden sebanyak 130. Data dianalisis dengan menggunakan uji *chi-square*. Hasil penelitian menunjukkan 50% memiliki *quality of work life* yang rendah. Berdasarkan analisis bivariat terdapat hubungan signifikan antara *work life balance* ($p=0,023$) dan stres kerja ($p=0,001$) dengan *quality of work life*. Namun tidak ditemukan hubungan yang signifikan antara lingkungan kerja (pencahayaannya) ($p=0,378$) dengan *quality of work life*. Instansi dapat melakukan evaluasi berkala terhadap kualitas kehidupan kerja dengan melakukan survei rutin atau forum evaluasi yang melibatkan pegawai dalam menilai aspek kesejahteraan pekerja.

Kata kunci : *Quality of work life*, *work life balance*, stres kerja, lingkungan kerja, pencahayaan, pegawai instansi pemerintah.

THE RELATIONSHIP OF WORK LIFE BALANCE, WORK STRESS, AND WORK ENVIRONMENT TO QUALITY OF WORK LIFE IN EMPLOYEES OF ARSIP NASIONAL REPUBLIK INDONESIA (ANRI) IN 2025

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Abstract

Quality of work life is employees' perception of safe, satisfying, and comfortable working conditions in the workplace. This study aims to determine the relationship between work-life balance, work stress, and work environment on quality of work life among ANRI employees. This study uses a quantitative method with a cross-sectional study design, where primary data is collected through the distribution of questionnaires and direct measurement using instruments. Sampling in this study was conducted using simple random sampling, with a total of 130 respondents. Data were analyzed using the chi-square test. The results showed that n (50%) had low quality of work life. Based on bivariate analysis, there was a significant relationship between work-life balance ($p=0.023$) and work stress ($p=0.001$) with quality of work life. However, no significant relationship was found between the work environment (lighting) ($p=0.378$) and quality of work life. Institutions can conduct periodic evaluations of work life quality by conducting routine surveys or evaluation forums that involve employees in assessing aspects of worker well-being.

Keyword : *Quality of work life, work-life balance, work stress, work environment, lighting, government agency employees.*