

ABSTRACT

Worklife balance is a phenomenon in the social dynamics of work life. Work balance is an important issue in increasing responsibility and balancing work, social and family activities. A company that is committed to creating a work balance that is most liked by employees and will get a good reputation. However, work and family conflict is a dual role for each individual, so work-life balance is important to ensure work effectiveness.

The type used in this research is qualitative through a case study approach to do so. The research method used to obtain data is interviews. Data analysis carried out qualitatively requires interactive activities starting from condensing data, presenting data and drawing conclusions that are carried out on an ongoing basis to meet all the required data.

The results showed that the workload of PT. Asabri (Persero) Semarang Branch is quite high, this is indicated by the presence of excessive workload (overload), disproportionate division of labor and heavy work demands. The existence of personal conflict affects one's emotions so that it contributes negatively to work time commitment, work involvement, job satisfaction, and work flexibility. However, the work-life balance of employees at PT. ASABRI (Persero) Semarang Branch is supported by the ability of employees in coping strategies by motivating themselves, so that personal and family life becomes an inspiration for employees to work, because employees are able to enjoy work life.

Keyword: worklife balance, workload, performance.