ABSTRACT

The demands of work and childcare create complex role dynamics for female employees with children under five. This study aims to understand and interpret the meaning of work-life balance based on the lived experiences of female employees with children under five at BRI Regional Office X. A qualitative approach employing hermeneutic phenomenology was used. Data were collected through in-depth interviews with 12 participants selected through purposive sampling and analyzed using Interpretative Phenomenological Analysis. The findings reveal four main themes: balance as a dynamic process, difficulties in performing the roles of employee and mother, compatibility and harmony between work and family, and support in fulfilling dual roles. Participants interpreted work-life balance not as an equal allocation of time, but as the ability to remain present in childcare without relinquishing their professional identities and responsibilities. This balance is subjective, situational, and continuously negotiated through priority setting and family and organizational support. This study extends the understanding of work-life balance as a relational experience shaped by interactions among individuals, families, and the workplace.

Keywords: ***work-life balance, role theory, work-family conflict, female employees, hermeneutic phenomenology.***

SEMARANG
FEB UNDIP