

***Relationship Between Work-Life Balance and Organizational Citizenship Behavior in the Milenial Generation of State Civil Apparatus in the Regional Government of X***

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***Abstract***

*This research was conducted with the aim of knowing the relationship between Work-Life Balance and Organizational Citizenship Behavior towards Generation Y Civil Servants (PNS) in the X Regency Local Government Environment. The number of responses in this study were 92 generation Y civil servants who were scattered in several government agencies, school institutions and also health institutions in X District. The measurement tools used in this study are the Work-Life Balance scale and also the Organizational Citizenship Behavior scale. This study used a quantitative method with parametric correlation techniques which showed a positive relationship between Work-Life Balance and Organizational Citizenship Behavior with  $r=0.451$  and a significance value of  $p=0.000$ . The higher the Work-Life Balance score, the higher the Organizational Citizenship Behavior score.*

***Keywords:*** *Milennial Generation, Organizational Citizenship Behavior, State Sipil Apparatus, Work-Life Balance,*

# Hubungan Antara *Work-Life Balance* Dan *Organizational Citizenship Behavior* Pada Aparatur Sipil Negara (ASN) Generasi Milenial di Pemerintahan Daerah Kabupaten X

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## Abstrak

Penelitian ini dilakukan dengan tujuan untuk mengetahui hubungan *Work-Life Balance* dan *Organizational Citizenship Behavior* terhadap Aparatur Sipil Negara (ASN) generasi milenial. Partisipan dalam penelitian ini sebanyak 92 orang ASN generasi milenial yang tersebar di beberapa instansi pemerintahan, lembaga sekolah dan juga lembaga kesehatan yang ada di Kabupaten X. Alat ukur yang digunakan dalam penelitian ini adalah skala *Work-Life Balance* dan juga skala *Organizational Citizenship Behavior*. Penelitian ini menggunakan metode kuantitatif dengan teknik korelasi parametrik yang menunjukkan terdapat hubungan positif antara *Work-Life Balance* dan *Organizational Citizenship Behavior* dengan  $r=0.451$  dan nilai signifikansi  $p=0.000$ . Semakin tinggi skor *Work-Life Balance* maka semakin tinggi pula skor *Organizational Citizenship Behavior*.

**Kata Kunci** : Aparatur Sipil Negara, Generasi Milenial, *Organizational Citizenship Behavior*, *Work-Life Balance*.