ABSTRACT

This study aimed to observe how the Work Life Balance compares to male and female

employees at PT. Central Mall Kelola. This study uses descriptive and comparative

methods with quantitative study. The data collection technique was conducted using

questionnaires with 14 statement indicators based on three-dimensional work life

balance variables applying the Likert scale to the population of all male and female

employees with a sample of 82 respondents and data sourced from books, literature

study journals, research results and internet articles relevant to the study. The

sampling technique used in this study is the taking of non-probability sampling by

means of Purposive Sampling. Data analysis techniques use descriptive analysis,

normality, and different Indipendent Sample T-test tests.

The results revealed that Work Life Balance in male employees was in the

category of very good and women with very good categories. And showed that there

is a significant comparison between Work Life Balance in male and female employees

at PT. Central Mall Kelola. With a mean on male employees of 62.02 and women of

59.17. And test the hypothesis with Indipendent Sample T-test sig results. 2 tailed

obtained is 0.015 which is smaller than 0.05 then it could come to a conclusion that

there is a significant comparison between male and female employees in PT. Central

Mall Kelola.

Keywords: Work Life Balance, Gender, Human Resources.

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