

ABSTRACT

This study aims to examine the relationship between work-life balance and mental health among Generation Z employees at Telkom University. The phenomenon of imbalance between work and personal life has become increasingly prominent, especially among young individuals facing high job demands and psychological pressure due to digital expectations and flexible work arrangements. This research employed a quantitative approach using explanatory research methods. Data were collected through a Likert-scale questionnaire distributed to 100 respondents who are Generation Z employees within the Telkom University environment.

Validity and reliability tests indicated that all questionnaire items were valid and reliable. Further analyses included tests for normality, linearity, and Pearson Product Moment correlation. The results of the normality test indicated that the data were normally distributed, and the linearity test confirmed a linear relationship between work-life balance and mental health. However, the Pearson correlation analysis showed that the relationship between work-life balance and mental health was not statistically significant, with a correlation coefficient of 0.083 and a significance value of 0.414 (> 0.05).

These findings suggest that, in the context of Telkom University, work-life balance does not have a significant relationship with the mental health of Generation Z employees. This result contrasts with several previous studies that identified a positive correlation between the two variables, indicating the need to explore other factors that may influence mental health among young employees in academic and technology-driven environments.

Keywords: *work-life balance, mental health, Generation Z, Telkom University, Pearson correlation*