

## ABSTRAK

Purwo Aji Saputro. 2025. Pengaruh *Work Life Balance* Dan *Burnout* Terhadap *Employee Wellbeing* Pada Aranet Wifi. Tugas Akhir. Progam Studi Manajemen. Fakultas Ekonomi Dan Bisnis. UNIVERSITAS PGRI MADIUN. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. Pembimbing ( II ) Rihan Mustafa Zahri, S.E., M. Ak.

Penelitian ini bertujuan untuk mengetahui pengaruh *work life balance* dan *burnout* terhadap *employee wellbeing* pada karyawan Aranet Wifi. *Employee wellbeing* merupakan faktor penting yang menentukan produktivitas dan kinerja karyawan, namun sering terabaikan dalam perusahaan kecil dan menengah. Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan survei. Sampel berjumlah 74 responden yang merupakan seluruh karyawan Aranet Wifi. Teknik analisis data menggunakan regresi linier berganda dengan bantuan software SPSS. Dengan menggunakan uji validitas, realibilitas, uji asumsi klasik (uji normalitas, uji multikorelasi, uji heteroskedastisitas), regresi linier berganda dan uji hipotesis (uji t, koefisien determinasi). Hasil penelitian menunjukkan bahwa *work life balance* berpengaruh positif dan signifikan terhadap *employee wellbeing*, sedangkan *burnout* berpengaruh negatif dan signifikan. Artinya, semakin seimbang kehidupan kerja dan pribadi karyawan, maka kesejahteraan meningkat. Sebaliknya, semakin tinggi tingkat *burnout*, maka kesejahteraan karyawan menurun. Berdasarkan hasil tersebut, disarankan agar Aranet Wifi meningkatkan fleksibilitas kerja, mengelola beban kerja dengan lebih adil, serta menyediakan dukungan psikologis bagi karyawan guna mencegah *burnout*. Upaya ini penting untuk meningkatkan kesejahteraan karyawan dan menunjang keberlangsungan serta kualitas layanan Perusahaan.

**Kata Kunci:** *Work Life Balance, Burnout, Employee Wellbeing, Aranet Wifi.*

## **ABSTRACT**

Purwo Aji Saputro. 2025 *The Effect of Work-Life Balance and Burnout towards Employee Wellbeing at Aranet Wifi*.

**Keywords:** *Work Life Balance, Burnout, Employee Wellbeing, Aranet Wifi.*

*This study aims to determine the effect of work-life balance and burnout towards employee wellbeing among Aranet Wifi employees. Employee wellbeing is a crucial factor determining employee productivity and performance, yet it is often overlooked in small and medium-sized companies. The research method used was a quantitative survey approach. The sample consisted of 74 respondents, all Aranet Wifi employees. Data analysis used multiple linear regression with the aid of SPSS software. Validity and reliability tests, classical assumption tests (normality test, multicorrelation test, heteroscedasticity test), multiple linear regression, and hypothesis testing (t-test, coefficient of determination) were used. The results show that work-life balance has a positive and significant effect towards employee wellbeing, while burnout has a negative and significant effect. This means that the more balanced an employee's work-life balance is, the more well-being they will have. Conversely, the higher the level of burnout, the lower their well-being. Based on these results, it is recommended that Aranet Wifi increase work flexibility, manage workloads more equitably, and provide psychological support to employees to prevent burnout. These efforts are crucial for improving employee well-being and supporting the sustainability and quality of the company's services.*