

ABSTRAK

Penerapan praktik *working-from home (WFH)* selama masa *social and physical distancing* pandemik *Covid-19*, menghadirkan dilemma terhadap koordinasi antara tuntutan beban pekerjaan (*workload*) dan kewajiban keluarga, hal ini terutama terlihat di alami pada anak perempuan dan wanita karier yang memiliki peran ganda sebagai Ibu rumah tangga. Ketika tingkat *workload* yang dialami seorang *working-moms* (Ibu rumah tangga yang bekerja) mengalami ketidakseimbangan dengan sistem bekerja dari rumah selama masa pandemik *Covid-19*, sehingga dapat menimbulkan *burnout*. *Work-life balance* dinilai dapat memengaruhi hubungan di antara kedua hal tersebut. Tujuan penelitian ini ditujukan untuk memiliki pemahaman yang lebih luas mengenai perbedaan jelas di antara ranah pekerjaan dan rumah, terkait hubungan antara *workload*, *work life balance* serta *burnout* dalam praktik *working from home*, selama masa Pandemi *Covid-19* pada seorang *working-moms*. Studi ini menggunakan pendekatan kuantitatif dengan jenis penelitian penjelasan atau *explanatory research*. Dengan analisis data menggunakan *software Smart PLS 3.0*. Berdasarkan hasil pada penelitian ini hubungan *workload* dengan *burnout* yang dialami oleh para Dosen wanita pada Fakultas Ekonomi dan Bisnis Universitas Jendral Soedirman, selama masa *work-from home* pada pandemi *Covid-19*, pengaruh mediasi *work-life balance* memiliki pengaruh yang signifikan.

Kata Kunci: *Working-from home, Working-moms, Workload, Work-life balance, Burnout, Smart PLS.*

ABSTRACT

The application of working-from-home (WFH) practices during the social and physical distancing of the COVID-19 pandemic presents a dilemma regarding coordination between workload demands and family obligations. This is especially seen in girls and career women who have a double role as housewives. When the level of workload experienced by a working-moms (a housewife who works) experiences an imbalance with the system of working from home during the COVID-19 pandemic, this can cause burnout. Work-life balance is considered to be able to influence the relationship between the two things. The purpose of this study is to have a broader understanding of the clear differences between the realms of work and home regarding the relationship between workload, work-life balance, and burnout in the practice of working from home during the COVID-19 pandemic towards working-moms. This study uses a quantitative approach with explanatory research as the type of research. With data analysis using Smart PLS 3.0 software. Based on the results of this study, the mediation effect of work-life balance had a significant influence on the relationship between workload and burnout experienced by female lecturers at the Faculty of Economics and Business, Jendral Soedirman University, during the work-from-home period during the COVID-19 pandemic.

Keywords: Working-from home, Working-moms, Workload, Work-life balance, Burnout, Smart PLS.