ABSTRAK

Penelitian ini bertujuan untuk memahami pengalaman pegawai perempuan di KPU Provinsi Sumatera Barat dalam menghadapi tantangan *work-life balance* selama tahapan Pemilu dan Pemilihan Serentak Tahun 2024. Penelitian ini menggunakan pendekatan kualitatif dengan metode fenomenologi. Informan penelitian berjumlah sepuluh orang pegawai perempuan yang dipilih menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan melalui wawancara mendalam, observasi, dan dokumentasi. Analisis data menggunakan metode Colaizzi dengan tahapan identifikasi pernyataan signifikan, perumusan makna, pengelompokan tema, dan penyusunan deskripsi esensial fenomena. Hasil penelitian menunjukkan bahwa (1) tantangan *work-life balance* dipengaruhi oleh tingginya intensitas kerja selama tahapan Pemilu yang memicu konflik antara pekerjaan dan kehidupan keluarga; (2) pegawai perempuan memaknai peran ganda sebagai proses adaptasi dan pengelolaan prioritas, namun tetap mengalami *double burden* akibat dominannya tanggung jawab domestik yang masih dibebankan kepada perempuan; dan (3) ketidakseimbangan *work-life balance* diinterpretasikan melalui munculnya *spillover* antara pekerjaan dan keluarga, rasa bersalah terhadap peran pengasuhan, serta kebutuhan akan dukungan organisasi yang lebih responsif gender.

Kata Kunci:
Gender, KPU Provinsi Sumatera Barat, Work Life Balance.

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ABSTRACT

This study aims to understand the experiences of female employees at the West Sumatra Provincial Election Commission (KPU) in balancing work and personal life during the 2024 General Elections and Simultaneous Local Elections. This study employs a qualitative approach using the phenomenological method. The research participants consisted of ten female employees selected through purposive sampling. Data collection was conducted through in-depth interviews, observation, and documentation. Data analysis employed Colaizzi's method, which involves the following stages: identification of significant statements, formulation of meanings, grouping of themes, and the development of essential descriptions of the phenomena. The results of the study indicate that (1) the challenge of balancing work and personal life is influenced by the high intensity of work during the election period, which triggers conflicts between work and family life; (2) female employees interpret dual roles as a process of adaptation and priority management, yet they continue to experience a double burden due to the dominance of domestic responsibilities still placed on women; and (3) work-life imbalance is interpreted through the emergence of spillover effects between work and family, feelings of guilt regarding caregiving roles, and the need for more gender-responsive organizational support.

Keywords:
Gender, West Sumatra Provincial Election Commission (KPU), Work Life Balance.

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