

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 Independent 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 Independent 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.*