

ABSTRACT

PT Tubagus Top Sentral Mandiri Karoseri Karawang which is one of many companies in the manufacturing sector, especially in the field of car body manufacturing for commercial vehicle bodies which was founded in 1990 under the name Top Central, Top Central Karoseri. Several employees in the vehicle body manufacturing department have problems in their personal lives that interfere with their personal life and work life.

This study aims to determine the extent to which Work Life Balance is implemented at PT Tubagus Top Sentral Mandiri Karoseri Karawang and the dimensions resulting from the application of work-life balance.

This research uses a descriptive qualitative approach. This study uses a qualitative approach to describe and summarize various conditions or situations related to Work Life Balance analysis which then seeks to draw that reality to the surface as a characteristic, character, trait, model, sign or description of the condition of the research object. The data obtained for this study came from interviews with several related parties, observation, and documentation.

The results of this study found two dominant dimensions of Work Life Balance, namely Work Interference with Personal Life (WIPL), where an imbalance in the personal and work lives of employees is due to the large number of orders for vehicle bodies. Then the Personal Life Enhancement with Work (PLEW) dimension arises because employees and the company help each other, provide support, and motivate them to work better so that personal life and work become balanced.

The implementation of Work Life Balance is said to be good, even though employees have problems between personal life and work. Permits for leave that are not limited in duration and provide a mess are compensation for employees due to the heavy workload. In addition, to create a sense of comfort at work, employees maximize rest time, maintain eating patterns, and provide mutual support in the form of motivation to work.

Keywords: *Bodywork, Qualitative, Work Life Balance.*