



WORKS LIFE BALANCE GEN-Z: APPROACHING TECHNOLOGICAL CHANGE AND SOCIAL AWARENEES

Muh. Dedi Miswar¹, Herawaty², Alfian Maulana³

¹Management studi program, Sekolah Tinggi Ilmu Ekonomi Amkop Makassar: muhammaddm@amkop.ac.id

²Student Management, Sekolah Tinggi Ilmu Ekonomi Amkop, Email : herawatty93@gmail.com

³Student Management, Sekolah Tinggi Ilmu Ekonomi Amkop, Email : alfianmaulana212813@gmail.com

*email Koresponden: muhammaddm@amkop.ac.id

DOI: <https://doi.org/10.62567/micjo.v2i2.592>

Article info:

Submitted: 22/02/25

Accepted: 21/04/25

Published: 30/04/25

Abstract

This research aims to determine the partial influence of technological changes and social awareness on the work life balance of Gen Z in the city of Makassar. This research is associative research with a quantitative approach. The sample in this research consisted of 120 worker respondents in the city of Makassar and the data collection technique used in this research was a questionnaire and the data analysis technique used was multiple regression with SPSS software. The test results show that the technological change variable has a significant influence on Gen Z's work life balance and social alertness has a significant positive influence on Gen Z's work life balance.

Keywords: Work Life Balance, Technological Changes, Social Awareness, Gen-Z

Abstract

Penelitian ini bertujuan untuk mengetahui pengaruh parsial perubahan teknologi, kepedulian sosial terhadap keseimbangan kehidupan kerja gen z di kota Makassar. Penelitian ini merupakan penelitian asosiatif dengan pendekatan kuantitatif. Sampel dalam penelitian ini berjumlah 120 responden pekerja di Kota Makassar dan teknik pengumpulan data yang digunakan dalam penelitian ini adalah kuesioner dan teknik analisis data yang digunakan adalah regresi berganda dengan perangkat lunak SPSS. Hasil pengujian menunjukkan bahwa variabel perubahan teknologi berdampak signifikan terhadap keseimbangan kehidupan kerja Gen Z dan kepedulian sosial memiliki efek positif yang signifikan terhadap keseimbangan kehidupan kerja Gen Z.

Keywords: Keseimbangan Kehidupan Kerja, Perubahan Teknologi, Kesadaran Sosial, Gen-Z

1. INTRODUCTION

In today's modern era, human resources (HR) are a benchmark for how prosperous a country is, the rapid development of technology is also a challenge as well as an opportunity. Information and communication technology has changed the way companies work and interact (Aurelika and Vrawati 2022). In recent decades, the work paradigm has undergone a shift that cannot be ignored (Ismunandar 2019). Increased awareness of the importance of balance



between professional and personal life has been a key driver behind this transformation (Hartono et al. 2023). Modern employees not only see work as a source of income, but also as an integral part of their identity and life satisfaction. In this journey, there has been a significant evolution from a focus solely on achievement in the workplace to a broader aspiration to achieve holistic harmony in daily life (Ismunandar 2022)

Generation Z or commonly abbreviated as Gen-Z, born between 1997 and 2012, is the first generation to grow up in the digital era with wide access to information and technology (Adityara and Rakhman 2019). One of the factors that has been highlighted is the change in Gen-Z's mindset and preferences. Research conducted by Randstand Workmonitor in 2022 showed that 58% of Gen Z workers aged 18 to 24 would rather quit their jobs than take on jobs that do not align with their interests and work-life relationships that they do not enjoy (Fotaleno and Batubara 2024). The results of the survey on the importance of work-life balance according to Gen Z



Figure 1.1 source: Survey Results
Survey results on the importance of work-life balance
Published by (Nur Aini 2024)

The Work-Life Balance Survey is very important, especially to improve physical and mental health. As a survey conducted by the Jakpat Survey to Generation Z. One of the questions asked is about the reason for balancing personal and professional activities. And almost 80% of Generation Z are concerned about mental health. Most Gen Z consider it important to maintain work-life balance, while 68% of respondents also choose the reason "reducing stress" because they think it is to reduce stress and improve work performance, besides that the survey also considers Work-Life Balance important because it is to improve physical health, where the percentage figure reaches 57%. Followed by reasons to improve personal social relationships (53%), while reasons to pursue hobbies (36%).

Therefore, the work-life balance in generation Z still maintains mental health and equalizes the spirit of work and mental health because both of these things are important for the sustainable sustainability of both the company and the individual itself, according to generation Z also, in terms of maintaining mental health will have a good impact in all aspects, depending on what impact is given, If the Healt mentality at work is bad, it will also give a bad impression with the performance in the company, in general Generation Z will be more equal between company health and personality mental health because the average generation



of this generation works under the control of mood/moddyan. (Nur Aini 2024). Work-life balance, as a concept that is getting more and more attention, is evolving into more than just allocating time between work and personal life (Ismunandar and Kurnia 2023). This study confirms that this balance is not just about the number of hours worked versus free time, but also involves the psychological and emotional state of individuals in the work environment (Anjarwati et al. 2023). The positive impact of work-life balance is not only individual, but also collective in an organizational context (Iswanto et al. 2023). The negative impact of work-life balance is a negative emotional reaction that occurs when exposed to long-term stress in the work environment, so this can also be a test of loyalty and satisfaction at work (Evy Cornelia Hutasoit 2023)

Previous research conducted by (Iswanto et al. 2023) explains that employees who experience work-life balance have higher levels of well-being, which ultimately contributes to increased productivity and employee retention. (Putro, Mokodenseho, and Aziz 2023) revealed that along with the development of technology and globalization, the demands on employee productivity are increasing, often ignoring the importance of sustainable Human Resource management. Sustainable human resource management is not just a concept., but also a strategy that takes into account the needs and aspirations of employees while achieving business goals (Ismunandar 2019) Proper implementation can create a work environment that facilitates professional development, while providing space for a balanced personal life (Sophan et al. 2023).

In the ever-evolving digital era, management plays an important role in dealing with dynamic technological changes (Tita 2023) Management in the digital era needs to understand and utilize technologies such as big data, artificial intelligence (AI), Internet of Things (IoT), and cloud computing to improve operational efficiency and effectiveness (Harris 2021) One of the key aspects in the era of digitalization is the ability to manage changes with the rapid pace of technological innovation, organizations often need to make significant adjustments to their work structures, processes, and culture. In addition, digitalization also poses new challenges related to social awareness (Ismail 2022). Work-life balance can be defined as the condition of an individual who can manage his time well or can reconcile work at work, family life, and personal interests (Lumunon, Sendow, and Uhing 2019). For Generation Z, work-life balance is not just about flexibility in working hours, but also the selection of leave schedules according to needs, therefore the term work-life balance refers to the support of companies/organizations so that employees can determine their own working hours (flexible working hours), choose personal/family leave (Nur Kholifah and Aidil Fadli 2022). Work-Life Balance It is a broad concept that involves work priorities (career and ambition) and with life (happiness, leisure, family and spiritual development). Result Findings (Fardianto and Muzakki 2021) explained that Family Support, Organizational Support, Co-worker Support, S and Supervisor Support support an improvement in work-life balance. Therefore, Generation Z has expectations that are slightly different from other generations, especially considering work flexibility that is directly related to work-life balance (Rachmadini and Riyanto 2020). There are 5 work-life balance indicators, namely : Personal life makes more motivated to work, Enough to do personal activities, Can spend time well for personal life, Enjoys work, and Work provides happiness. (Pratama and Setiadi 2021)

Technological development has been very rapid in recent decades, especially since the invention of the internet and personal computers in the 1980s. Technological developments have brought significant changes to various fields, such as communication, transportation, health, entertainment, and education (Sefriani et al. 2022) Organizations around the world are



now under increasing pressure due to rapid and complex changes, such as ever-evolving technological advancements, shifting global market dynamics, and ever-changing customer demands (Junaedi, Suherman, and Syarifudin 2023), also Utilizing computers as data processing aids by building a computerized data processing system, both for personal and organizational purposes. (Anonymous 2024)

Technology is now a tool that can meet many human needs. Although the digital era brings various positive changes that can be used to the fullest, at the same time, this era also presents an impact that is not always good, which is a new challenge for human life in the digital age Ini (Marysca, Rorong, and Verry Y Londa 2021). Indicators of technological change in Generation Z according to (Umamy, Laili, and Saibah 2024) includes: Technology Expertise, Global Awareness, Multitasking Ability, Analysis Skills, and Digital Communication

Social awareness is a person's ability to act appropriately in situations that are being experienced by themselves, others and the surrounding environment (Sumitro and Imam Yuliadi 2019) Through social awareness, a person will be more able to accept the point of view of others and be sensitive to circumstances about (Andayani, Hariani, and Jauhari 2021) In the context of psychology, this awareness refers to the level of individual preparedness for events, environmental phenomena, and thoughts. Therefore, social awareness also has a very important role in character development practices (Ahmad Rizal and Kharis 2022)

Through social awareness, we can also increase our understanding of ourselves and others. (Abute 2019) Nietzsche believed that consciousness is an essential human nature and that every individual must have a certain level of consciousness. More than that, Social Awareness (Social awareness): Social awareness is the ability of individuals to respond to the needs and emotions of others, involving attention to differences, understanding of social issues, and empathy and sympathy for others. (Built 2022)

To study the information obtained by a person, Social awareness has an important role, therefore the definition of Social awareness according to (Matitaputty et al. 2018) is "a person's ability to understand the condition of another person in detail at a certain level." time, through a person's behavior, his emotional state, as well as the current state of his environment." Social awareness can arise from a person's ability to understand the situation of others, from this it means that you must know others as well.

Indicator Social awareness that is: Empathy, multicultural, habits of interaction, building social awareness, and also direct involvement (Aisyah and Hidayah 2024)

From this explanation, the preparation of the framework of thinking presented in the figure is as follows:

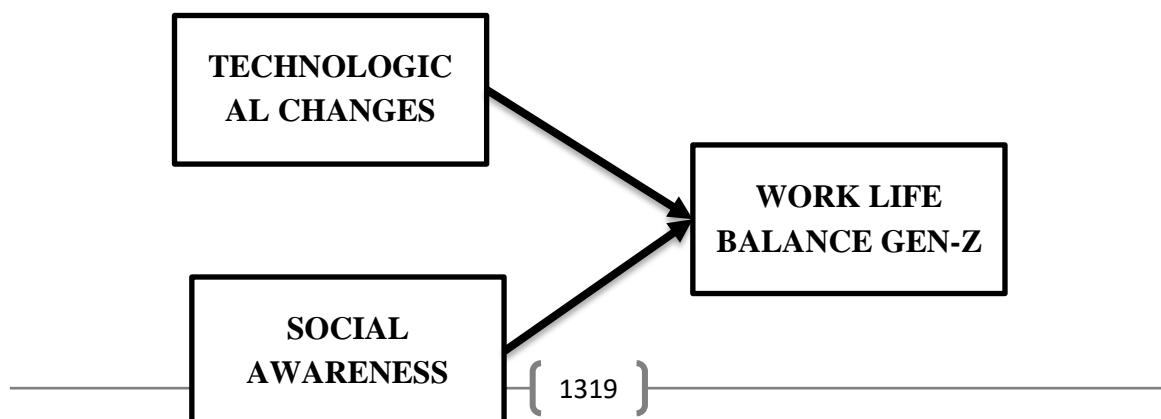




Figure 2.2 Conceptual Framework Schematic

2. RESEARCH METHODS

This study uses a quantitative approach, which in the viewpoint (sugiyono; 2018) said that the research that measures the cause and effect of the research variable uses a quantitative approach, this study is carried out in the z-generation where the sample measurement of the z-gens who work in a company, in determining the sample in this study, the researcher uses the view (Hair, 2019) which is said to determine a sample whose population is unknown, then it can be multiplied by 5-10 indicators, so that the number of samples of this study can be calculated by multiplying the number of indicators from all variables, namely 15 indicators multiplied by 10, then the number of samples is obtained as many as 150 samples of gen-z respondents whose criteria are working in a company or cv. This study uses a data collection method by means of interviews and research questionnaires submitted with the google.doc application, while the data analysis technique in testing the data of this research uses a point of view (Ghozali, 2019), namely measurement by multiple regression analysis with the SPSS.23 application.

3. RESULTS AND DISCUSSION

A. Karakteristik Responden

The characteristics of the respondents in this study are based on gender and age. These characteristics are illustrated in the following table:

Table 1 Characteristics of Respondents

Characteristic	Information	Frequency	Percentage (%)
Gender	Man	78	65%
	Woman	42	35%
Age	19-22 Years	73	60,8%
	23-25 Years	47	39,2%

Based on the data that has been presented in the table, it can be seen that based on gender, out of 120 respondents, 78 people are male or 65% while female respondents are 42 people or 35%. This shows that the gender with the most respondents is male. Respondent characteristics based on age, out of 120 respondents, 73 people were 19-22 years old with a percentage of 60.8% while those aged 23-25 years were 47 people with a percentage of 39.2%. This shows that the most respondents are in the age range of 19 to 22 years.

B. Validity and Reliability Test Results

1. Validity Test

The results of the calculation of the validity test of the Technological Change variable consisting of 5 questions can be seen in the following table:

Table 2 Test Results of Technological Change Variables

No. Item	Corrected Item Total Correlation	Valid Standards	Ket.
X1.1	0,773	0.30	Valid
X1.2	0,811	0.30	Valid



X1.3	0,812	0.30	Valid
X1.4	0,775	0.30	Valid
X1.5	0,785	0.30	Valid
No. Item	Corrected Item Total Correlation	Table	Ket.
X2.1	0,751	0.30	Valid
X2.2	0,571	0.30	Valid
X2.3	0,708	0.30	Valid
X2.4	0,762	0.30	Valid
X2.5	0,789	0.30	Valid
No. Item	Corrected Item Total Correlation	Table	Ket.
Y1.1	0,715	0.30	Valid
Y1.2	0,826	0.30	Valid
Y1.3	0,761	0.30	Valid
Y1.4	0,714	0.30	Valid
Y1.5	0,775	0.30	Valid

Source: SPSS 25 Data Processing Results, 2025

Based on the results of the validity test in the table above, it uses the help of SPSS 25, where the researcher uses a valid standard with a value of 0.30, so that the results of the data test from all question items show that the corrected item-total correlation value is greater than the valid limit of 0.30. Therefore, it is concluded that all the question elements for the work-life balance variable, the technological change variable and the social awareness variable tested are declared **valid**.

2. Reliability Test

The results of the calculation of the reliability test of the Technological Change variable with 5 questions can be seen in the following table:

Table 3 Results of Reliability Test of Variable Technology Changes

Variable (X1)	Cronbach' Alpha	Reliability
Technological Changes	0,850	Reliable
Variable (X2)	Cronbach' Alpha	Reliability
Social Awareness	0,764	Reliable
Variable (Y)	Cronbach' Alpha	Reliability
Work Life Balance	0,816	Reliable

Source: SPSS Data Processing Results, 2025

Based on the results of the reliability test using the SPSS, it is known that all question items exceed the limit of the reliability range of Cronbach's Alpha > 0.70 . Where the results of the data calculation obtained by all variables, technological changes, social awareness and work-life balance have a **reliable meaning**.

C. Data Analysis Results

1. Multiple Linear Regression Analysis

Multiple linear regression analysis is used to measure the influence between more than one predictor variable (independent variable) on the bound variable. Multiple linear regression uses a t-test through a coefficient table.

**Table 4 Table of Regression Test Ouput Overview**

Coefficients ^a						
Model		Unstandardized Coefficient		Standardized Coefficients	t	Mr.
		B	Std. Error	Beta		
1	(Constant)	.312	1.923		.162	.871
	Technological Changes	.267	.103	.222	2.599	.011
	Social Awareness	.693	.109	.543	6.349	.000

Source: SPSS 25 Data Processing Results, 2025

In determining the degree of freedom (dk) and degree of freedom (df), the following formula is used:

$$\begin{aligned} df &= n - k \\ df &= 120 - 3 = 117 \end{aligned}$$

Based on the table, it is known that technological changes (have a X_1) value of 2.599 > 1.6575 with a significance level of 0.011 > 0.05. Therefore, it is accepted with the conclusion that the variable of technological change $t_{hitung} > t_{tabel} H_0(X_1)$ does not have a significant effect on the variable of work life balance. Y_1 Meanwhile, social awareness () has a value of 6,349 > with a significance level of 0.000 < 0.05. Therefore, it is rejected with the conclusion that $X_2 t_{hitung} > t_{tabel} H_0$ the social awareness X_2 variable has a significant effect on the work-life balance variable. Y_1

Table 5 Table of Multiple Linear Regression Test (Model Summary)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.708 ^a	.501	.492	1.81129

Source: SPSS Data Processing Results, 2025

Based on the table of regression test results (model summary), it can be seen that the magnitude of the correlation or relationship (R) value is 0.708 and the R Square determination coefficient of 0.501 is obtained, indicating that the work-life balance is influenced by the variables of technological change and social awareness by 50.1% and the remaining 49.9% is influenced by other variables that are not included in this study.

Based on the regression test table (coefficient), it can be seen that the constant value (α value) is 0.312 and for technological change (β value) is 0.267 and social awareness (β value) is 0.693. So that the multiple linear regression equation can be obtained as follows:

$$Y = 0,312 + 0,267X_1 + 0,693X_2 + e$$

From the equations that have been described, it can be interpreted as follows:

- The value of the Work Life Balance (Y) constant is 0.312 which states that if the variables X_1 and X_2 are equal to zero, namely Technological Change and Social Awareness is 0.312.
- A coefficient X_1 of 0.267 means that every time there is an increase in variables (Technological Change) by 1%, then (X_1 Work Life Balance) is 0.267 (26.7%) or conversely, every decrease in variables (Technological Change) by 1%, then (X_1 Work Life Balance) decreases by (26.7%).
- A coefficient of 0.693 means that every time there is an increase in variables (X_2 Social Awareness) by 1%, the Work Life Balance will increase by 0.693 (69.3%) or vice versa,



every time there is a decrease in variables by 1%, the X_2 Work Life Balance will decrease by 0.693 (69.3%).

From this description, it can be concluded that Technological Changes and X_1 Social Awareness (X_2) affect the Work-Life balance Y

The findings of this study show that technological changes have a significant influence on work-life balance, it can be said that the higher the technological change, the higher it will be work life balance Gen-Z, these findings are supported by research conducted by (Lukmana Putra 2024)

Findings related to social awereness shows positive and significant things to work life balance, this study shows that the higher the social awereness, it will be higher work life balance gen-z in carrying out the work, this is the same as the findings of previous research revealed by (Pheng & Chua, 2019). previous research that states that job satisfaction has a positive influence on work-life balance (Suhardiman and Saragih 2022).

The findings of the above data can be explained that Technological changes have a significant positive influence on social awerewness so that it can be said that it affects the Work Life Balance , the findings of this study (Wibawa and Manik 2024).

4. CONCLUSION

1. Technological changes have a positive and significant effect on work-life balance. This shows that technological changes have a great influence on work-life balance in generation Z.
2. Social awereness has a positive and significant effect on work-life balance. This shows that social awereness has an effect on work-life balance in generation Z

5. REFERENCES

- Abute, Erniwati La. 2019. "Konsep Kesadaran Sosial Dalaam Penelitian." Jurnal Pendidikan Glasser 3(2):186–95.
- Adityara, Sarah, and Rizki Taufik Rakhman. 2019. "Karakteristik Generasi Z Dalam Perkembangan Diri Anak Melalui Visual." Semina Nasional Seni Dan Desain: "Reinvensi Budaya Visual Nusantara" (September):401–6.
- Ahmad Rizal, Derry, and Ahmad Kharis. 2022. "Kerukunan Dan Toleransi Antar Umat Beragama Mewujudkan Kesejahteraan Sosial." Komunitas 13(1):34–52.
- Aisyah, Siti Hikmatul, and Ulil Hidayah. 2024. "Pembentukan Karakter Social Awareness Melalui." 6(April):286–303.
- Andayani, Endah, Lilik Sri Hariani, and Muchammad Jauhari. 2021. "Pembentukan Kemandirian Melalui Pembelajaran Kewirausahaan Sosial Untuk Meningkatkan Kesadaran Sosial Dan Kesadaran Ekonomi." Jurnal Riset Pendidikan Ekonomi 6(1):22–34. doi: 10.21067/jrpe.v6i1.5143.



- Anjarwati, S., A. Purwanti, J. Ali, and I. A. Dewantoro. 2023. "Efektifitas Aplikasi SI APIK Untuk Kebutuhan Laporan Keuangan Di Wisata Pemandian Air Panas Gunung Panjang Tumaritis Kabupaten Bogor." *Dedikasi: Jurnal Pengabdian Kepada Masyarakat*, 2(2):232–246.
- Anonim. 2024. "Generasi Z Dan Transformasi Gaya Hidup Sehat Di Era Digital." *Kumparan.Com* 3:1.
- Aurelika, Chalidatuzia, and Dian Marlina Verawati. 2022. "Analisis Reward System Terhadap Pengelolaan Manajemen Sumber Daya Manusia Dalam Upaya Meningkatkan Kinerja." *Jurnal EMBIS* 3(1):65–72.
- Bangun, Dahlan Ersada. 2022. "Studi Kasus: Pengaruh Pendidikan Kewarganegaraan Terhadap Kesadaran Sosial Mahasiswa." *Serunai: Jurnal Ilmiah Ilmu Pendidikan* 8(2):152–58.
- Evy Cornelia Hutasoit, Hana. 2023. "Pengaruh Burnout Dan Motivasi Kerja Terhadap Kinerja Karyawan Outsource PT Mayoka Indonesia Bekasi." *Jurnal Ilmiah Wahana Pendidikan* 9(22):502–10.
- Fardianto, Noor Alim, and Muzakki Muzakki. 2021. "Support at Work and Home as a Predictor of Work Life Balance." *Jurnal Manajemen Dan Bisnis Indonesia* 6(2):144–53. doi: 10.32528/jmbi.v6i2.3311.
- Fotaleno, Fahmy, and Denny Setiawan Batubara. 2024. "Fenomena Kesulitan Generasi Z Dalam Mendapatkan Pekerjaan Ditinjau Perspektif Teori Kesenjangan Generasi." *Jurnal Syntax Admiration* 5(8):3199–3208. doi: 10.46799/jsa.v5i8.1513.
- Harris, M. 2021. "Era Digital Dan Dampak Perkembangan Teknologi Yang Pesat!"
- Hartono, Natalia Rumanti, Suhari Muharam, Dahlan Abdullah, Wily Mohammad, and Abdul Wahab. 2023. "Efficiency of Learning Methods in Building the Character of Madrasah Aliyah Students." *Journal Emerging Technologies in Education* 1(6):329–41. doi: 10.55849/jete.v1i6.629.
- Ismunandar, Arief, and Aang Kurnia. 2023. "Peningkatan Kemampuan Pendidik Di Era Society 5.0." *JRPP: Jurnal Review Pendidikan Dan Pengajaran* 6(2):388–97.
- Ismunandar, Arif. 2019. "Dinamika Sosial Dan Pengaruhnya Terhadap Transformasi Sosial Masyarakat." *Tarbawiyah: Jurnal Ilmiah Pendidikan* 03(2):205–19.
- Ismunandar, Arif. 2022. "Integrasi Interkoneksi Pofesionalisme Pendidik Dan Implementasi Pendidikan Karakter." *Ta'lim* 4(1):34–49. doi: 10.36269/tlm.v4i1.751.
- Iswanto, Juni, Dewi Fitrtotus, Sa Diyah, and Agus Tohawi. 2023. "Strategi Pemasaran Yang Efektif: Meningkatkan Omzet Penjualan Roti Dalam Tinjauan Hukum Ekonomi Islam Di Mawaddah Bakery Bandar Lor Kediri." 05(04):17807–13.



- Junaedi, Edi, Suherman, and Encep Syarifudin. 2023. "The Relationship between Transformational Leadership and Building Partnerships on the Performance of Early Childhood Education Principals." *Indonesian Journal of Early Childhood Education Studies (IJECEs)* 12(1):1–9. doi: 10.15294/ijeces.v12i1.66287.
- Lukmana Putra, Indra. 2024. "Efek Teknologi Informasi Dan Work Life Balance Terhadap Kinerja Karyawan Pada New Normal." *Advantage: Journal of Management and Business* 2(1):19–31. doi: 10.61971/advantage.v2i1.34.
- Lumunon, Renaldo R., Greis M. Sendow, and Yantje Uhing. 2019. "Pengaruh Work Life Balance, Kesehatan Kerja Dan Beban Kerja Terhadap Kepuasan Kerja Karyawan Pt. Tirta Investama (Danone) Aqua Airmadidi the Influence of Work Life Balance, Occupational Health and Workload on Employee Job Satisfaction Pt. Tirta Investama." *Jurnal EMBA* 7(4):4671–80.
- Marysca, Gabriella, Ari Rorong, and Verry Y Londa. 2021. "Perilaku Masyarakat Di Era Digital (Studi Di Desa Watutumou III Kecamatan Kalawat Kabupaten Minahasa Utara)." *Angewandte Chemie International Edition* 6(11):951–62.
- Matitaputty, Shandy, Rini Hastuti, Agnes Christie, and Ika Rahutami. 2018. "Outdoor Learning: Fostering Social Awareness with Community Service." *SHS Web of Conferences* 59:01026. doi: 10.1051/shsconf/20185901026.
- Nur Aini, Rasyid. 2024. "Alasan Pentingnya Work-Life Balance Menurut Generasi Z."
- Nur Kholifah, Anik, and Jul Aidil Fadli. 2022. "Pengaruh Kepemimpinan Transformasional Dan Work Life Balance Terhadap Keterikatan Kerja Dan Kinerja Karyawan." *SIBATIK JOURNAL: Jurnal Ilmiah Bidang Sosial, Ekonomi, Budaya, Teknologi, Dan Pendidikan* 1(10):2301–18. doi: 10.54443/sibatik.v1i10.340.
- Pratama, Hanisa Putri, and Iwan Kresna Setiadi. 2021. "Pengaruh Work Life Balance Terhadap Kepuasan Kerja Karyawan Milenial Perusahaan Startup Di Jakarta." *Business Management Analysis Journal (BMAJ)* 4(2):25–39. doi: 10.24176/bmaj.v4i2.6602.
- Putro, Adi Nugroho Susanto, Sabil Mokodenseho, and Adit Mohammad Aziz. 2023. "Analysis of Information System Development in the Context of the Latest Technological Era: Challenges and Potential for Success." *West Science Information System and Technology* 1(01):19–26. doi: 10.58812/wsist.v1i01.168.
- Rachmadini, Fernanda, and Setyo Riyanto. 2020. "The Impact of Work-Life Balance OnEmployee Engagement in Generation Z The Impact of Work-Life Balance OnEmployee Engagement in Generation Z." (August). doi: 10.9790/0837-2505106266.
- Sefriani, Rini, Rina Sepriana, Popi Radyuli, and Muhammad Hakiki. 2022. "Android-Based



Blended Learning Media for Computer Maintenance Lectures.” *Journal of Education Technology* 6(1):119–25. doi: 10.23887/jet.v6i1.42514.

Sophan, Irfan, Rani Sri Wahyuni, Finny Redjeki, Herlina Herlina, and Sony Ayi Purnama. 2023. “Santri Digital Berinovasi Dalam Berwirausaha Di Desa Benjot Cugenang Cianjur Jawa Barat (Rumah Tahfidz Baitul Qur’an Al-Karim Benjot).” *Jurnal Pengabdian Masyarakat* 1(1):18–24.

Suhardiman, Muhammad, and Susanti Saragih. 2022. “Technostress Dan Work Life Balance Pada Karyawan: Kepuasan Kerja Sebagai Variabel Mediasi.” *INOBIIS: Jurnal Inovasi Bisnis Dan Manajemen Indonesia* 6(1):30–45. doi: 10.31842/jurnalinobis.v6i1.255.

Sumitro, and Imam Yuliadi. 2019. “Peran Pendidikan Dalam Membangun Kesadaran Sosial Masyarakat Bima.” *Jurnal Pendidikan Ips* 9(2):149–54. doi: 10.37630/jpi.v9i2.230.

Tita, G. A. 2023. “Pentingnya Menguasai Kemampuan Manajemen Di Era Digital.”

Umamy, Septy, Januariya Laili, and Saibah Saibah. 2024. “Peran Motivasi Dalam Hubungan Kompetensi Dan Keputusan Karir Gen Z.” *Jurnal Ecodemica: Jurnal Ekonomi*



Manajemen Dan Bisnis 8(1):18–26. doi: 10.31294/eco.v8i1.21967.

Wibawa, Galih Ernawati, and Hardo Firmana Given Grace Manik. 2024. “Kecemasan Tik Dan Kecanduan Smartphone: Dampak Pada Karyawan Muda Di Jawa.” Jurnal Manajemen Dan Bisnis Performa 21(1):80–94. doi: 10.29313/performa.v21i1.3573.