

## **In Working, Career Is Not Everything: A Case Study of Family Friendly Policies on Bank Company**

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**Abstract :** The study title is "In Working, Career is not everything: A Case Study of Family Friendly Policies (FFP) on Bank Company." This study aims to describe the application of FFP in the banking, especially Bank Rakyat Indonesia or BRI (Indonesian People Bank) in Katamso Branch Office in Yogyakarta Katamso Branch Office in Yogyakarta (KBOY) as a support company to create a work-life balance, as well as the achievement of career and family harmony is seen from the work-family conflict faced by the employees. The importance of the application of FFP in an organization is basically to build competitive advantage of a company. This study used qualitative research methods with a case study approach in BRI in KBOY. Data collection techniques used non-participant observation and in-depth structured interviews with three employees. The results showed that FFP is in general adoption and not optimal yet. Optimal FFP policy is not yet implemented; it just in the in-formal policies such as the lack of flexible-time, the lack of daycare, the lack of counseling for employees of personal nature, despite it was the availability of lactation rooms for feeding. The employees found difficulties in balancing between achieving careers at work and reaching family harmony. Not pursued a career does not mean that they do not want to reach a better position, but they do not want to ignore the family harmony because of the hours of work overload.

**Keywords :** career, family friendly policies, work-family balance, work-family conflict

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