

THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND WORK-LIFE BALANCE ON PT X'S EMPLOYEES

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ABSTRACT

The purpose of this study was to understand the relationship between Psychological Capital and Work-Life Balance on PT X's employees. Subjects of this study were employees who work at a manufacture company, from staff position to supervisor position. There were 58 employees who participate in this study. The hypothesis of this study was there is a positive and strong correlation between Psychological Capital and Work-Life Balance of PT X's employees. Data of this study were collected with Work-Life Balance Scale and Psychological Capital Questionnaire that were spreaded using Google Form. Data were analyzed with Spearman's Rho Correlation technique because the distribution of data was abnormal, but there was a linear correlation between both variables. The result of this study showed that there's a positive and strong correlation between Psychological Capital and Work-Life Balance.

Keywords

: Psychological Capital, Work-Life Balance, Employees

HUBUNGAN ANTARA *PSYCHOLOGICAL CAPITAL* DENGAN *WORK-LIFE BALANCE* PADA KARYAWAN PT X

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ABSTRAK

Penelitian ini dilakukan dengan tujuan untuk mengetahui hubungan antara *Psychological Capital* dengan *Work-Life Balance* pada karyawan PT X. Subjek dalam penelitian ini adalah karyawan PT X, perusahaan yang bergerak dalam bidang manufaktur, yang menduduki posisi staf hingga *supervisor*. Sebanyak 58 subjek yang berpartisipasi dalam penelitian ini. Hipotesis dalam penelitian ini yaitu terdapat hubungan positif antara *Psychological Capital* dengan *Work-Life Balance* pada karyawan PT X. Data penelitian ini diperoleh dengan menggunakan Skala *Work-Life Balance* dan *Psychological Capital Questionnaire* yang disebarakan kepada subjek melalui media *Google Form*. Analisis data dilakukan menggunakan teknik *Spearman Rho Correlation* karena data tidak terdistribusi dengan normal namun terdapat hubungan yang linear. Hasil penelitian menunjukkan bahwa terdapat hubungan positif dengan kategori kuat antara *Psychological Capital* dengan *Work-Life Balance* (0,772, $p=0,000$).

Kata Kunci

: *Psychological Capital, Work-Life Balance, Karyawan*