

HUBUNGAN ANTARA *PERCEIVED SUPERVISOR SUPPORT* DENGAN *WORK FAMILY CONFLICT* PADA IBU BEKERJA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Perceived Supervisor Support* dengan *Work Family Conflict* pada ibu bekerja. Hipotesis dalam penelitian ini adalah terdapat hubungan yang negatif dan signifikan antara *Perceived Supervisor Support* dengan *Work Family Conflict* pada ibu bekerja. Subjek dalam penelitian ini adalah 153 ibu bekerja. Data diperoleh menggunakan skala *Supervisor Support* yang dikembangkan oleh Thomas dan Daniel (1995) dan skala *Work Family Conflict* yang dikembangkan oleh Carlson, Michele, dan Larry (2000) dengan menggunakan penskalaan *Likert*. Reliabilitas skala dalam penelitian ini menggunakan reliabilitas konsistensi internal yang dilihat melalui *Alpha Cronbach*. Reliabilitas skala *Perceived Supervisor Support* adalah sebesar 0,850 dan reliabilitas skala *Work Family Conflict* adalah sebesar 0,861. Kedua skala ini telah diterjemahkan menggunakan metode *back-translation* dan divalidasi menggunakan *professional judgement*. Analisis data dalam penelitian ini menggunakan metode korelasi *Spearman Rho*. Hasil penelitian ini menunjukkan terdapat hubungan yang negatif ($r = -0,163$) dan signifikan ($p = 0,022 < 0,05$) antara *Perceived Supervisor Support* dengan *Work Family Conflict* pada ibu bekerja. Hal ini berarti semakin tinggi *Perceived Supervisor Support* maka semakin rendah *Work Family Conflict* dan sebaliknya.

Kata kunci: *Perceived Supervisor Support*, *Work Family Conflict*

***THE CORRELATION OF PERCEIVED SUPERVISOR SUPPORT ON WORK
FAMILY CONFLICT ON WORKING MOTHERS***

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ABSTRACT

This study aimed to determine the relationship between Perceived Supervisor Support and Work Family Conflict on working mothers. The hypothesis of this study was a negative and significant relationship between Perceived Supervisor Support and Work Family Conflict on working mothers. Subjects in this study were 153 working mothers. Data was obtained using the Supervisor Support scale developed by Thomas and Daniel (1995) and the Work Family Conflict scale developed by Carlson, Michele, and Larry (2000) using Likert scaling. Scale reliability in this study used internal consistency reliability that seen through Cronbach's Alpha. The reliability of the Perceived Supervisor Support scale was 0.850 and the reliability of the Work Family Conflict scale was 0.861. Both of these scales had been translated using the back-translation method and validated using professional judgment. Data analysis was done using Spearman Rho correlation method. The results of this study indicate that there was a negative correlation ($r = -0.163$) and significant correlation ($p = 0.022 < 0.05$) between Perceived Supervisor Support and Work Family Conflict on working mothers. This means that the higher Perceived Supervisor Support, the lower Work Family Conflict.

Key words: Perceived Supervisor Support, Work Family Conflict