

HUBUNGAN ANTARA *FAMILY-SUPPORTIVE SUPERVISOR BEHAVIORS* DAN DIMENSI-DIMENSI *WORK-LIFE BALANCE* PADA PEKERJA WANITA USIA DEWASA AWAL YANG TELAH MENIKAH

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ABSTRAK

Penelitian ini dilakukan dengan tujuan untuk menguji hubungan antara *family-supportive supervisor behaviors* dan dimensi-dimensi *work-life balance* pada pekerja wanita usia dewasa awal yang telah menikah. Hipotesis dalam penelitian ini yakni terdapat hubungan yang negatif dan signifikan antara *family supportive supervisor behaviors* (FSSB) dan dua dimensi dari *work-life balance* yaitu *work interference with personal life* (WIPL), dan *personal life interference with work* (PLIW). Selanjutnya, terdapat pula hipotesis lain dalam penelitian ini yaitu terdapat hubungan yang positif dan signifikan antara *family supportive supervisor behaviors* (FSSB) dan dua dimensi yang lain dari *work-life balance* yakni *personal life enhancement with work* (PLEW) dan *work enhancement with personal life* (WEPL). Responden dalam penelitian ini adalah pekerja wanita yang telah menikah dan berusia 20-40 tahun sebanyak 204 orang. Data penelitian ini didapatkan dengan mengadaptasi skala *work-life balance* milik Fisher, Bulger, & Smith (2009) (α WIPL= 0,781; α PLIW= 0,772; α PLEW= 0,812; α WEPL= 0,835) dan skala *family-supportive supervisor behaviors* milik Hammer L. B., Kossek, Yragui, Bodner, & Hanson (2009) (α FSSB= 0,776). Analisis data yang dilakukan dalam penelitian ini menggunakan teknik *Spearman's Rho Correlation* karena data tidak terdistribusi dengan normal. Hasil menunjukkan bahwa terdapat hubungan yang negatif dan signifikan antara FSSB dan dimensi WIPL ($r=-0,311$; $p=0,000$). Selain itu terdapat pula hubungan yang positif dan signifikan antara FSSB dan dimensi PLEW ($r=0,358$; $p=0,000$) serta FSSB dan dimensi WEPL ($r=0,276$; $p=0,001$). Di samping itu, terdapat satu hubungan antara FSSB dan dimensi PLIW yang tidak dapat diketahui karena syarat linearitas tidak terpenuhi.

Kata kunci: *Family-Supportive Supervisor Behaviors, Work-Life Balance, pekerja wanita yang telah menikah*

RELATIONS BETWEEN FAMILY-SUPPORTIVE SUPERVISOR BEHAVIORS AND WORK-LIFE BALANCE DIMENSIONS AMONG MARRIED WORKING WOMEN IN EARLY ADULTHOOD

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ABSTRACT

This research is conducted with the objective to test the relations between the family-supportive supervisor and work-life balance dimensions. The first hypothesis in of this research discovered a negative and significant correlation between family-supportive supervisor behaviors (FSSB) and two dimensions of work-life balance, those were: work interference with personal life (WIPL) and personal life interference with work (PLIW). Furthermore, there was another hypothesis in this research, which is a positive and significant relationship between family-supportive supervisor behaviors (FSSB) and the other two dimensions of work-life balance, called personal life enhancement with work (PLEW) and work enhancement with personal life (WEPL). Respondents in this research were 204 married working women between the age of 20 to 40 years old. The data was collected by adapting the scale of work-life balance from Fisher, Bulger, & Smith (2009) (α WIPL = 0,781; α PLIW = 0,772; α PLEW = 0,812; α WEPL = 0,835) and the scale of family-supportive supervisor behaviors from Hammer L. B., Kossek, Yragui, Bodner, & Hanson (2009) (α FSSB = 0,776). Data analysis applied for this research was using the Spearman's Rho Correlation technique due to the abnormal distribution of the data. The result of this research shows that there is a negative and significant relation between FSSB and WIPL dimension ($r = -0,311$; $p = 0,000$). Other than that, there is positive and significant relation between FSSB and two other dimensions of WLB, namely PLEW ($r = 0,358$; $p = 0,000$) and WEPL ($r = 0,276$; $p = 0,001$). Beside, there is one relation between FSSB and PLIW that cannot be determined, because the linearity requirement failed to be fulfilled.

Keywords: Family-Supportive Supervisor Behaviors, Work-Life Balance, married working women