

HUBUNGAN ANTARA DUKUNGAN SOSIAL DAN *SUBJECTIVE WELL-BEING* PADA GENERASI MILENIAL YANG BEKERJA

Yosefine Niken Larasati

ABSTRAK

Tujuan dari penelitian ini ialah untuk mengetahui hubungan antara dukungan sosial dengan *subjective well-being* pada Generasi Milenial yang bekerja. Hipotesis penelitian ini ialah adanya hubungan yang positif dan signifikan antara dukungan sosial dan *subjective well-being* pada generasi milenial yang bekerja. Dukungan sosial diukur dengan menggunakan skala yang diadaptasi dan dimodifikasi dari Feldman, Brondolo, Dayan, dan Schwartz (2002) yang terdiri 3 sumber dukungan, yakni dukungan keluarga (*family support*) $\alpha=0,838$, dukungan rekan kerja (*coworker support*) $\alpha=0,856$ dan dukungan atasan (*supervisor support*) $\alpha=0,826$. Selain itu, *Subjective well-being* diukur menggunakan dua skala, yakni *Satisfaction With Life Scale* (SWLS) $\alpha=0,740$ yang dikembangkan Diener, Emmons, Larsen dan Griffin (1985) untuk mengukur kepuasan hidup secara global dan skala *Positive Affect Negative Affect Schedule* (PANAS) untuk mengukur afek positif-negatif dari Watson, Clark dan Tellegen (1988) pada *Positive Affect* (PA) $\alpha=0,866$ dan *Negative Affect* (NA) $\alpha=0,869$. Penelitian ini menggunakan pendekatan kuantitatif dengan analisis data menggunakan uji korelasi partial dengan variabel kontrol. Hasil penelitian menunjukkan bahwa adanya hubungan yang positif ($r=0,265$) dan signifikan antara dukungan keluarga (*family support*) dengan kepuasan hidup secara global (SWLS)($p=0,000$), hubungan positif ($r=0,210$) dan signifikan antara dukungan rekan kerja (*coworker support*) dan kepuasan hidup secara global (SWLS)($p=0,001$), dan hubungan positif ($r=150$) dan signifikan antara dukungan atasan (*supervisor support*) dan kepuasan hidup secara global (SWLS)($p=0,015$). Selain itu, terdapat hubungan positif ($r=0,321$) dan signifikan antara dukungan keluarga (*family support*) dengan afek positif (PA) ($p=0,000$), hubungan yang positif ($r=0,357$) dan signifikan antara dukungan rekan kerja (*coworker support*) dan afek positif (PA) ($p=0,000$), dan hubungan yang positif ($r=225$) dan signifikan antara dukungan atasan (*supervisor support*) dan afek positif (PA) ($p=0,001$). Sedangkan, terdapat hubungan negatif ($r=-0,211$) dan signifikan antara dukungan keluarga (*family support*) dengan afek negatif (NA) ($p=0,001$), hubungan negatif ($r=-0,182$) dan signifikan antara dukungan rekan kerja (*coworker support*) dan afek negatif (NA) ($p=0,004$), dan hubungan yang negatif ($r=-0,265$) dan signifikan antara dukungan atasan (*supervisor support*) dan afek negatif (NA) ($p=0,000$).

Kata Kunci: Dukungan Sosial, *Subjective Well-Being*, Generasi Milenial

RELATIONSHIP BETWEEN SOCIAL SUPPORT AND SUBJECTIVE WELL-BEING IN MILENIAL GENERATIONS WORKER

Yosefine Niken Larasati

ABSTRACT

This research was conducted with the aim of finding out the relationship between social support and Subjective Well-Being in Millennials who work. The hypothesis of this study is that there is a positive and significant relationship between social support and subjective well-being in the working millennial generation. Social support was measured using a scale adapted and modified from Feldman, Brondolo, Dayan, and Schwartz (2002) consisting of 3 sources of support, namely family support $\alpha = 0.838$, coworker support $\alpha = 0.856$ and supervisor support (supervisor support) $\alpha = 0.826$. In addition, Subjective well-being measured by the Satisfaction With Life Scale (SWLS) $\alpha = 0.740$ developed by Diener, Emmons, Larsen and Griffin (1985) to measure global life satisfaction and the Positive Affect Negative Affect Schedule (PANAS) scale for measure the positive-negative effects of Watson, Clark and Tellegen (1988) on Positive Affect (PA) $\alpha = 0.866$ and Negative Affect (NA) $\alpha = 0.869$. This research uses a quantitative approach with data analysis using partial correlation test with control variables. The results showed that there was a positive ($r = 0.265$) and significant relationship between family support (family support) and global life satisfaction (SWLS) ($p = 0,000$), a positive relationship ($r = 0.210$) and significant between colleagues support (coworker support) and global life satisfaction (SWLS) ($p = 0.001$), and a positive and significant relationship ($r = 150$) between supervisor support and global life satisfaction (SWLS) ($p = 0.015$). In addition, there was a positive ($r = 0.321$) and significant relationship between family support and positive affect (PA) ($p = 0,000$), a positive relationship ($r = 0.357$) and significant between coworker support and positive affect (PA) ($p = 0,000$), and a positive ($r = 225$) and significant relationship between supervisor support and positive affect (PA) ($p = 0.001$). Meanwhile, there is a negative relationship ($r = -0,211$) and significant between family support and negative affect (NA) ($p = 0.001$), negative relationship ($r = -0.182$) and significant between coworker support and negative affect (NA) ($p = 0.004$), and negative relationship ($r = -0.265$) and significant between supervisor support and negative affect (NA) ($p = 0,000$).

Keywords: Social Support, Subjective Well-Being, Millennial Generation