

HUBUNGAN PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP WORK-LIFE BALANCE PADA KARYAWAN BANK GENERASI MILENIAL

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ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan antara *perceived organizational support* terhadap *work-life balance* pada karyawan generasi milenial yang bekerja sebagai pegawai bank. Hipotesis dalam penelitian ini yaitu terdapat hubungan negative antara *perceived organizational support* (POS) dengan *work interference with personal life* (WIPL) dan *personal life interference with work* (PLIW). Selanjutnya, terdapat hubungan positif signifikan antara *perceived organizational support* (POS) dengan *work/personal life enhancement* (WPLE). Subjek dalam penelitian ini adalah karyawan bank laki-laki dan perempuan yang berusia 20-40 tahun atau yang lahir di tahun 1980-2000. Data yang diperoleh dalam penelitian ini menggunakan skala adaptasi *work-life balance* milik Fisher (2001) dan menggunakan adaptasi *short form survey perceived organizational support* milik Einsenberger (1986). Analisis dalam penelitian ini menggunakan analisis *non-parametric Spearman's Rho*. Hasil dari penelitian ini yaitu terdapat hubungan yang *quadratic* antara POS dan WIPL ($R_s = 0,037$; $p < 0,05$). Selanjutnya, tidak terdapat hubungan antara POS dan PLIW ($r = 0,001$; $p = 0,835 > 0,05$). Terakhir, terdapat hubungan yang positif yang signifikan antara POS dan WPLE ($r = 0,314$; $p = 0,003 < 0,05$).

Kata Kunci: *Perceived Organizational Support, Work-life Balance, Generasi Milenial*

RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORK-LIFE BALANCE FOR MILENIAL GENERATION BANK EMPLOYEES

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ABSTRACT

This study aimed to determine the relationship between perceived organizational support and work-life balance of millennial generation employed as bank employees. There were three hypotheses. First, this research hypothesized a negative relationship between Perceived Organizational Support (POS) with both of work-life balance dimension which is Work Interference with Personal Life (WIPL) and Personal Life Interference with Work (PLIW). Second, a positive significant relationship between Perceived Organizational Support (POS) with Work/Personal Life Enhancement (WPLE). The subjects in this study were male and female bank employees with age 20-40 years and were born in 1980-2000. The data were collected utilizing Adaptation Scale Work-life Balance by Fisher's (2001) and Adaptation Short Form of Survey Perceived Organizational Support by Einsenberger's (1986). The analysis of this study employed non-parametric Spearman's Rho analyst. The results of the study demonstrated there was relationship with quadratic model between POS and WIPL ($r = 0,090$; $p = 0.037 < 0.05$). Further, there was no relationship between POS and PLIW ($r = 0,001$; $p = 0.835 > 0.05$). Finally, there was positive and significant relationship between POS and WPLE ($r = 0.314$; $p = 0.003 < 0.05$).

Keyword: *Perceived Organizational Support, Work-life Balance, Millennial's Generation*