

**HUBUNGAN ANTARA DUKUNGAN SOSIAL ATASAN DAN *WORK-FAMILY CONFLICT* PADA DEWASA AWAL**

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**ABSTRAK**

Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara dukungan sosial atasan dan *work-family conflict* pada dewasa awal. Hipotesis dalam penelitian ini adalah terdapat hubungan negatif antara dukungan sosial atasan dan *work-family conflict*. Penelitian ini mendapatkan 190 partisipan dengan kriteria: laki-laki atau perempuan berusia 19-40 tahun, sedang bekerja dan memiliki seorang atasan, sudah menikah, tinggal bersama keluarga inti, dan memiliki peran sebagai ayah/ibu/suami/istri. Alat ukur yang digunakan dalam penelitian ini adalah skala dukungan sosial atasan yang diadaptasi dari Boyar dkk. (2014) dan skala *work-family conflict* yang diadaptasi dari Netemeyer dkk. (1996). Skala dukungan sosial atasan memiliki reliabilitas *alpha* sebesar 0,906 pada Dimensi Dukungan Instrumental, koefisien reliabilitas *alpha* sebesar 0,877 pada Dimensi Dukungan Emosional, dan koefisien reliabilitas *alpha* berstrata pada seluruh dimensi sebesar 0,969. Untuk skala *work-family conflict* didapati reliabilitas *alpha* sebesar 0,904. Analisis korelasi menggunakan *Spearman's Rho* menemukan hasil bahwa terdapat hubungan negatif yang signifikan dengan koefisien korelasi -0,247. Hasil tersebut menjelaskan bahwa semakin tinggi dukungan sosial atasan yang dirasakan oleh dewasa awal, maka *work-family conflict* akan semakin rendah. Sebaliknya, semakin rendah dukungan sosial atasan yang dirasakan oleh dewasa awal, maka *work-family conflict* akan semakin tinggi.

Kata kunci: dukungan sosial atasan, *work-family conflict*, dewasa awal

***THE RELATIONSHIP BETWEEN SUPERVISOR SOCIAL SUPPORT AND  
WORK-FAMILY CONFLICT AMONG EARLY ADULTHOOD***

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**ABSTRACT**

*The main objective of this study is to investigate the correlation between supervisor social support and work-family conflict among early adulthood. The proposed hypotheses were supervisor social support has a negative correlation with work-family conflict. The research participants were 190 people with some criterions; male or female aged 19-40 years old, currently working and has a supervisor, married, lives with a nuclear family, and has a role as father/mother/husband/wife. The instrument used in this study were supervisor social support scale that had been adapted from Boyar et al. (2014) and work-family conflict scale that had been adapted from Netemeyer et al. (1996). Reliability coefficient of Instrumental Support Dimension was 0,906, reliability coefficient of Emotional Support Dimension was 0,877, and composite reliability coefficient of the two dimensions was 0,969. Reliability coefficient of work-family conflict scale was 0,904. The data were analyzed using Spearman's Rho. The result of this study showed significance negative correlation between supervisor social support and work-family conflict with correlation coefficient -0,247. These result showed that the more supervisor's social support felt by early adults, the lower the work-family conflict. Otherwise, the lesser supervisor's social support felt by early adults, the higher the work-family conflict.*

*Keywords: supervisor social support, work-family conflict, early adulthood*