HUBUNGAN ANTARA DUKUNGAN SOSIAL DAN
WORK-FAMILY BALANCE PADA WANITA KARIER

Yuventa Indry Novitasari

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara dukungan sosial dan *work-family balance* pada wanita karier. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara dukungan sosial (berdasarkan tipe dukungan sosial) dan *work-family balance* pada wanita karier. Subjek yang digunakan berjumlah 108 karyawan wanita yang sudah menikah dan memiliki anak dari beberapa jenis pekerjaan dengan waktu kerja minimal 7 jam sehari. Jenis penelitian ini adalah penelitian kuantitatif dengan metode korelasional. Alat pengumpulan data yang digunakan adalah skala *work-family balance* dan skala dukungan sosial. Skala *work-family balance* memiliki item 30 dengan koefisien reliabilitas sebesar 0,910 dan skala dukungan sosial memiliki 27 item dengan koefisien reliabilitas sebesar 0,906. Analisis data menggunakan teknik korelasi *Spearman's rho* karena data tidak berdistribusi normal dengan bantuan program *SPSS for Windows versi 21.0*. Hasil analisis korelasi menunjukkan bahwa terdapat hubungan positif dan signifikan antara tipe dukungan emosional (r = 0,596; p = 0,000) dan *work-family balance*, tipe dukungan instrumental (r = 0,508; p = 0,000) dan *work-family balance,* tipe dukungan informasi (r = 0,517; p = 0 ,000) dan *work-family balance,* serta tipe dukungan persahabatan (r = 0,321; p = 0,000) dan *work-family balance* pada wanita karier. Hal tersebut menunjukkan bahwa semakin tinggi setiap tipe dukungan sosial maka semakin tinggi *work-family balance* pada wanita karier.

Kata kunci: dukungan sosial, *work-family balance*, wanita karier

THE RELATIONSHIP BETWEEN SOCIAL SUPPORT AND WORK-FAMILY BALANCE TOWARDS CAREER WOMEN

Yuventa Indry Novitasari

ABSTRACT

This study aimed to determine the relationship between social support and work-family balance of career women. The hypothesis of this study was that there is a positive relationship between social support (based on the type of social support) and work-family balance of career women. The subjects were 108 female employees who were married and had children from several types of work with a minimum work time of 7 hours a day. This was a quantitative study with a correlational methods. The data collection used work-family balance scale and social support scale. The work-family balance scale has 30 items with a reliability coefisssicient of 0,910 and the social support scale has 27 items with a reliability coefficient of 0,906. Data were analyzed with Spearman's rho technique because the data is not normally distributed and used the help of SPSS program for Windows 21.0 version. The result of correlation analysis shows that there is a positive and significant relationship between types of emotional support (r = 0,595; p = 0,000) and work-family balance, the types of instrumental support (r = 0,508; p = 0,000) and work-family balance, the types of information support (r = 0,517; p = 0,000) and work-family balance, and the type of companionship support (r = 0,321; p = 0,000) and work-family in career women. This shows that the higher each types of social support, the higher work-family balance in career women.

Keyword: social support, work-family balance, career women