

HUBUNGAN PERCEIVED ORGANIZATIONAL SUPPORT DAN WORK-LIFE BALANCE PADA IBU BEKERJA YANG MEMILIKI ANAK USIA DINI

ABSTRAK

Herwanti, Klara Fitri. 2023. Hubungan *Perceived Organizational Support* dan *Work-Life Balance* pada Ibu Bekerja yang Memiliki Anak Usia Dini. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan *work-life balance* pada ibu bekerja yang memiliki anak usia dini. Hipotesis yang diajukan pada penelitian ini yaitu terdapat hubungan antara *perceived organizational support* dan *work-life balance* pada ibu bekerja yang memiliki anak usia dini. Partisipan dalam penelitian ini ialah 224 ibu bekerja yang memiliki anak usia dini atau rentang usia 0-6 tahun. Penelitian ini menggunakan metode kuantitatif dengan teknik pengambilan sampel *non-probability sampling*. Metode pengumpulan data dalam penelitian ini menggunakan desain penelitian survey dengan alat ukur *survey of perceived organizational support* (Eisenberger, Shanock, & Wen, 2020) dan *work-life balance scale* (Fisher, Bulger, & Smith, 2009) yang telah diadaptasi ke dalam Bahasa Indonesia. Berdasarkan hasil uji coba, *survey of perceived organizational support* koefisien reliabilitas sebesar 0,891 dan pada *work-life balance scale* sebesar 0,954. Data pada penelitian ini dianalisis dengan menggunakan teknik korelasi *spearman's rho* karena data terdistribusi secara tidak normal ($0,000 < 0,005$). Hasil uji korelasi menunjukkan skor koefisien korelasi sebesar 0,621 dengan nilai signifikansi sebesar $p = 0,000$ ($p < 0,05$). Maka dapat disimpulkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* dan *work-life balance* pada ibu bekerja yang memiliki anak usia dini.

Kata Kunci: *perceived organizational support*, *work-life balance*, ibu bekerja yang memiliki anak usia dini

THE CORRELATION BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORK-LIFE BALANCE AMONG WORKING MOTHERS WITH TODDLERS

ABSTRACT

Herwanti, Klara Fitri. 2023. The Correlation between Perceived Organizational Support and Work-Life Balance among Working Mothers with Toddlers. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

This research aimed to determine the correlation between perceived organizational support and work-life balance among working mothers with toddlers. The respondents of this research were 224 working mothers who had young children (0-6 years). This research was based on a quantitative study with non-probability sampling techniques. The data collection method of this research used two scales named Survey of Perceived Organizational Support (Eisenberger, Shanock, & Wen, 2020) and Work-Life Balance Scale (Fisher, Bulger, & Smith, 2009) that had been adapted to Bahasa. Based on the research's tryout, the reliability coefficients on the Survey of Perceived Organizational Support were 0.891, and the Work-Life Balance Scale was 0.954. The research data were analyzed using Spearman's rho because the data were abnormally distributed. The results showed that perceived organizational support was correlated positively with work-life balance, with a correlation test value of 0.621, and the significance level was 0.000 ($p < 0.005$). Based on the analysis, it can be concluded that there was a significant positive correlation between perceived organizational support and work-life balance among working moms with toddlers.

Keywords: perceived organizational support, work-life balance, working moms