

# Hubungan extraversion dan conscientiousness terhadap work-life balance melalui psychological capital sebagai mediator pada pegawai perempuan = Relationship between extraversion and conscientiousness to the work-life balance with psychological capital as a mediator in the women's officer / Fickar Suryadinningrat

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## Abstrak

### **ABSTRAK**

Penelitian ini bertujuan melihat hubungan Extraversion dan Conscientiousness terhadap Work-life balance melalui Psychological Capital sebagai mediator pada Pegawai Perempuan. Extraversion dan Conscientiousness diukur dengan menggunakan alat ukur dari BFI Big Five Inventory yang dikembangkan oleh John Srivastava 1999 . Work-life balance diukur dengan alat ukur work-life balance scale yang dikembangkan oleh Fisher, Bulger dan Smith 2009 . Psychological capital diukur dengan alat ukur PCQ Psychological Capital Questionnaire yang dikembangkan oleh Luthans, Youssef, dan Avolio 2007 . Hasil analisis menggunakan 100 data kuesioner dari sampel penelitian yaitu pegawai perempuan yang berkerja di lingkungan Badan Kepegawaian Negara dan teknik analisis data multiple regression yang digunakan untuk menganalisis mediasi untuk itu menggunakan bantuan software statistik SPSS yang menggunakan Process macro dari Andrew F. Hayes dengan model 4. Hasil penelitian menunjukkan total effect hubungan antara extraversion terhadap work-life balance sebesar  $B = 0.729$ ,  $p = 0.000$ , CI 0.637 hingga 0.822 . Selanjutnya analisis mediasi menemukan direct effect antara extraversion terhadap work-life balance sebesar  $B = 0.682$ ,  $p = 0.000$ , CI = 0.584 hingga 0.780 . Besarnya indirect effect  $a \times b$  sebesar effect = 0.047, SE = 0.0216,  $p = 0.03$ , LLCI = 0.012, ULCI = 0.101 . Nilai p

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### **ABSTRACT**

This study aims to examine the relationship of Extraversion and Conscientiousness to Work life Balance through Psychological Capital as a Mediator on Female Officers. Extraversion and Conscientiousness were measured using a measurement tool from BFI Big Five Inventory developed by John Srivastava 1999 . Work life balance is measured by a work life balance scale measuring tool developed by Fisher, Bulger and Smith 2009 . Psychological capital was measured by a PCQ Psychological Capital Questionnaire tool developed by Luthans, Youssef, and Avolio 2007 . The results of the analysis using 100 questionnaires data from research samples are female employees working in the State Personnel Agency and multiple regression data analysis techniques used to analyze the mediation for it using the help of statistical software SPSS using Process macro from Andrew F. Hayes with model 4. The results show the total effect of the relationship between extraversion to work life balance of  $B 0.729$ ,  $p 0.000$ , CI 0.637 to 0.822 . Furthermore mediation analysis finds direct effect between extraversion to work life balance for  $B 0.682$ ,  $p 0.000$ , CI 0.584 to 0.780 . The amount of indirect effect  $a \times b$  is effect 0.047, SE 0.0216,  $p 0.03$ , LLCI 0.012, ULCI 0.101 . A p value