

Peran family supportive supervisor behavior sebagai moderator diantara hubungan negatif work-family conflict dan kepuasan kerja pada ibu bekerja = The moderating role of family supportive supervisor behavior in relationship between work-family conflict and job satisfaction among working mother

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Abstrak

Penelitian ini bertujuan untuk membuktikan apakah work-family conflict work interfering with family/ WIF maupun family interfering with work/ FIW dan kepuasan kerja berhubungan secara negatif dan apakah family supportive supervisor behavior dapat berperan sebagai moderator untuk melemahkan hubungan negatif di antara work-family conflict WIF maupun FIW dan kepuasan kerja.

Tipe penelitian ini ialah penelitian kuantitatif dengan desain penelitian cross-sectional. Penelitian dilakukan kepada 205 ibu bekerja dengan menyebarkan kuesioner offline dan kuesioner online. Instrumen yang digunakan untuk mengukur tiga variabel penelitian, yaitu Work-Family Conflict Scale WFCS untuk mengukur work-family conflict, Minnesota Satisfaction Questionnaire MSQ short-form untuk mengukur kepuasan kerja, dan Family Supportive Supervisor Behavior Scale untuk mengukur family supportive supervisor behavior.

Hasil penelitian menunjukkan bahwa work-family conflict berhubungan secara negatif dan signifikan dengan kepuasan kerja work interfering with family, $r = -0.32$, $p < 0.05$ dan family interfering with work, $r = -0.29$, $p < 0.05$. Akan tetapi, penelitian ini belum berhasil membuktikan peran moderasi family supportive supervisor behavior untuk melemahkan hubungan negatif antara work interfering with family maupun family interfering dan kepuasan kerja secara signifikan.

The aim of this study were to prove whether work family conflict work interfering with family WIF and family interfering with work FIW negatively related to job satisfaction and whether family supportive supervisor behavior as a moderator, could weaken negative relationship between work family conflict WIF and FIW and job satisfaction.

Type of this research was quantitative research with cross sectional design and conducted on 205 working mothers via offline and online questionnaire. There were three instruments to measure three variables, such as WFCS to measure work family conflict, MSQ SF to measure job satisfaction, and FSSB Scale to measure Family Supportive Supervisor Behavior.

This research has proven successfully that work family conflict WIF and FIW related negatively and significantly with job satisfaction work interfering with family 0.32, $p < 0.05$ and family interfering with work 0.29, $p < 0.05$. However, this research has not proven moderating role of family supportive supervisor behavior significantly to weaken negative relationship between work interfering with family nor family interfering with work and job satisfaction.