

Pengaruh Perceived Supervisory Support terhadap Employee Well-Being yang dimediasi oleh Work-Life Balance pada Generasi Milenial di masa Pandemi Covid-19 = The Influence of Perceived Supervisory Support towards Employee Well-Being with Mediation of Work-Life Balance on the Millennial Generation during the Covid-19 Pandemic

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh perceived supervisory support terhadap tiga komponen employee well-being yakni life well-being, workplace well-being, dan psychological well-being dengan mediasi work-life balance pada generasi Milenial yang bekerja di industri IT khususnya di Pulau Jawa. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan metode cross sectional dan menyebarkan kuesioner untuk pengumpulan data primer. Penelitian ini melibatkan 275 responden yang merupakan tenaga kerja yang tergabung dalam generasi milenial (lahir antara 1980-2000). Teknik analisis data yang digunakan adalah structural equation modelling (SEM). Hasil penelitian menunjukkan bahwa perceived supervisory support memiliki pengaruh positif terhadap tiga komponen employee well-being yakni life well-being, workplace well-being, dan psychological well-being. Work-life balance juga ditemukan memediasi hubungan antara perceived supervisory support terhadap tiga komponen employee well-being yakni life well-being, workplace well-being, dan psychological well-being.

.....This study aims to determine the effect of perceived supervisor support on three components of employee well-being, namely life well-being, workplace well-being, and psychological well-being, by mediating work-life balance in Millennials. They work in the IT industry, especially in Java. This research is quantitative research using a cross-sectional method and distributing questionnaires for primary data collection. This research involved 275 respondents who are members of the millennial generation (born between 1980-2000). The data analysis technique used is structural equation modeling (SEM). The study results show that perceived supervisor support positively influences the three components of employee well-being, namely life well-being, workplace well-being, and psychological well-being. Work-life balance was also found to mediate the relationship between perceived supervisor support and the three components of employee well-being: life well-being, workplace well-being, and psychological well-being.