

Peran perceived family support dan perceived organizational support terhadap life satisfaction pada ibu bekerja = The Role of perceived family support and perceived organizational support toward life satisfaction among working mothers

Ramadhania Najya Mulia, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920572333&lokasi=lokal>

Abstrak

Tren peningkatan partisipasi angkatan kerja perempuan di Indonesia menunjukkan keterlibatan perempuan yang makin banyak dalam dunia kerja. Banyak di antaranya juga menjalani peran sebagai ibu sehingga kondisi ini menimbulkan tantangan dalam menyeimbangkan tanggung jawab di ranah pekerjaan dan keluarga. Penelitian ini bertujuan untuk menguji peran persepsi dukungan keluarga dan persepsi dukungan organisasi terhadap kepuasan hidup ibu bekerja, serta mengetahui prediktor yang memberikan kontribusi lebih besar. Pengukuran dilakukan menggunakan skor total Satisfaction with Life Scale, serta skor rata-rata Multidimensional of Perceived Social Support - Subskala Keluarga dan 16-item Short Form of Survey of Perceived Organizational Support. Hasil regresi berganda hierarkis dari 117 partisipan yang diperoleh dengan teknik purposive sampling menunjukkan bahwa persepsi dukungan keluarga ($\beta = 0,472$, $p < 0,001$) dan persepsi dukungan organisasi ($\beta = 0,269$, $p < 0,001$) berperan signifikan pada kepuasan hidup. Selain itu, ditemukan bahwa persepsi dukungan keluarga memberikan kontribusi yang lebih besar ($R^2 = 0,199$, $F = 34,692$, $p < 0,001$) dibandingkan persepsi dukungan organisasi ($R^2 = 0,180$, $F = 25,178$, $p < 0,001$). Temuan ini menegaskan pentingnya dukungan dari lingkungan terdekat, yaitu keluarga, dalam meningkatkan kepuasan hidup ibu bekerja. Selain itu, hasil juga memperkuat urgensi bagi organisasi dalam menciptakan dan mempertahankan kebijakan kerja yang lebih responsif terhadap kebutuhan peran ganda karyawan yang juga merupakan ibu.

.....The increasing trend of female labor force participation in Indonesia reflects a growing involvement of women in the workforce. Many of them also take on the role of mothers, which presents challenges in balancing responsibilities in both work and family domains. This study aims to examine the roles of perceived family support and perceived organizational support in predicting life satisfaction among working mothers, as well as to identify which predictor contributes more significantly. Measurements were conducted using the total score of the Satisfaction with Life Scale, also the average score of the Family subscale from the Multidimensional Scale of Perceived Social Support and the 16-item Short Form of the Survey of Perceived Organizational Support. Hierarchical multiple regression analysis on data from 117 participants, obtained through purposive sampling, showed that perceived family support ($\beta = 0.472$, $p < 0.001$) and perceived organizational support ($\beta = 0.269$, $p < 0.001$) significantly predicted life satisfaction. Furthermore, perceived family support contributed more strongly ($R^2 = 0.199$, $F = 34.692$, $p < 0.001$) than perceived organizational support ($R^2 = 0.180$, $F = 25.178$, $p < 0.001$). These findings highlight the importance of support from the closest social environment, the family, in enhancing life satisfaction among working mothers. In addition, the results reinforce the urgency for organizations to develop and sustain work policies that are more responsive to the dual-role demands faced by employees who are also mothers.