

# Hubungan antara Dukungan Sosial Supervisor, Rekan Kerja, dan Pasangan dengan Work-Family Conflict pada Perawat Wanita di Rumah Sakit X = The Relationships between Supervisor, Co-worker, and Spousal Social Support with Work-Family Conflict among Female Nurses at Hospital X

Beatrice Clarisa, author

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## Abstrak

Work-family conflict merupakan konflik antar peran yang terjadi ketika tuntutan peran dalam kehidupan pekerjaan dan keluarga bersifat saling bertentangan dalam beberapa hal.

Ketidakmampuan untuk menyeimbangkan dua tuntutan peran yang berbeda dapat memberikan dampak negatif bagi individu, keluarga, maupun perusahaan. Ketersediaan dukungan sosial dapat menyediakan sumber daya bagi individu untuk mengelola tuntutan peran pekerjaan dan keluarga. Penelitian ini bertujuan untuk mengetahui hubungan antara

dukungan sosial supervisor, rekan kerja, dan pasangan dengan work-family conflict pada perawat wanita yang telah menikah. Penelitian menggunakan metode kuantitatif dengan tujuan deskriptif. Pengumpulan data dilakukan pada bulan Juni 2023 dengan responden 75 perawat wanita yang telah menikah, yang dipilih dengan menggunakan stratified random

sampling sebagai teknik pengambilan sampel. Hasil penelitian melalui uji korelasi Kendall's tau-b menunjukkan bahwa terdapat hubungan negatif yang signifikan antara dukungan sosial pasangan dan dukungan sosial rekan kerja dalam beberapa aspek (dukungan emosional, dukungan informasi, dan dukungan penilaian) dengan work-family conflict. Sedangkan itu, ditemukan bahwa tidak terdapat hubungan yang signifikan antara dukungan sosial supervisor dengan work-family conflict. Hasil penelitian menunjukkan bahwa semakin tinggi tingkat dukungan sosial pasangan dan rekan kerja yang dimiliki, maka akan semakin rendah tingkat work-family conflict yang dialami. Penelitian ini diharapkan dapat menambah wawasan bagi manajemen organisasi pelayanan kemanusiaan dalam mengembangkan upaya untuk meningkatkan kesejahteraan dalam kehidupan pekerjaan-keluarga pekerja

.....Work-family conflict is a form of an inter-role conflict that occurs when the demands of roles in work and family life are mutually contradictory in several ways. The inability to balance the demands of two different roles can have a negative impact on individuals, families and even companies. The availability of social support can provide additional resources for individuals to manage the competing demands of work and family roles. This research aims to determine the relationship between the social support of supervisors, colleagues, and partners with work-family conflict in married female nurses. This study used quantitative methods with descriptive objectives. Data collection was conducted in June 2023 with 75 married female nurses as respondents, who were selected using stratified random sampling as the sampling method. The research results obtained from Kendall's tau-b correlation test showed that there was a significant negative relationship between spousal social support and coworker social support in several aspects (emotional support, informational support, and

appraisal support) with work-family conflict. However, it was found that there was no significant relationship between the social support of supervisors and work-family conflict. The results showed that the higher the level of spousal and co-worker social support an individual received, the lower the level of work-family conflict experienced. This research is expected to contribute for the management of human service organizations in developing efforts to improve the welfare in the work-family life of workers.