

Studi Family Supportive Organizational Perception terhadap Self Efficacy pada Karyawan Perempuan Industri Teknologi dan Informasi di Jabodetabek = Study of Family Supportive Organizational Perception of Self Efficacy on Women Employees Information & Technology Industry in Jabodetabek

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Abstrak

Tujuan dari penelitian ini adalah untuk menguji pengaruh family supportive organizational perception terhadap self efficacy demands dan self efficacy challenges dengan work family conflict dan perceived managerial support sebagai mediatornya. Penelitian ini berjenis penelitian kuantitatif dengan desain penelitian konklusif. Metode pengambilan sampel berjenis purposive sampling. Sejumlah 307 responden karyawan perempuan industri teknologi dan informasi di Jabodetabek menjadi sampel pada penelitian ini. Dalam pengolahan data, peneliti menggunakan SPSS 25 dan Lisrel 8.80 untuk melakukan deskriptif analisis dan pengujian hipotesis menggunakan SEM. Temuan penelitian telah melaporkan bahwa work family conflict berhasil memediasi pengaruh family supportive organizational perception terhadap self efficacy demands dan self efficacy challenges. Akan tetapi work family conflict dan perceived managerial support tidak dapat memediasi pengaruh family supportive organizational perception terhadap self efficacy challenges. Dengan menggunakan hasil analisis penelitian ini, praktisi dapat mempertimbangkan untuk memiliki mekanisme kemudahan prosedur dan birokrasi kebutuhan cuti pribadi bagi karyawan. Selain itu, organisasi dapat mempertimbangkan untuk memberikan jadwal kerja dan benefit yang sesuai bagi karyawan apabila diharuskan bagi mereka untuk bekerja di luar jadwal yang sebelumnya telah disepakati. Kemudian, bagi para team leader dapat menyediakan sesi diskusi one on one secara berkala sebagai sarana bonding bagi anggotanya.

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The purpose of this research is to examine the influence of family supportive organizational perception on self efficacy demands and self efficacy challenges with work family conflict and perceived managerial support as mediators. This research is a quantitative research type with a conclusive research design. The sampling method is purposive sampling. A total of 307 female respondents from the technology and information industry in Jabodetabek were the samples for this research. In data processing, researchers used SPSS 25 and Lisrel 8.80 to carry out descriptive analysis and hypothesis testing using SEM. Research findings have reported that work family conflict successfully mediates the influence of family supportive organizational perception on self-efficacy demands and self-efficacy challenges. However, work family conflict and perceived managerial support cannot mediate the influence of family supportive organizational perception on self efficacy challenges. By using the results of this research analysis, practitioners can consider having a mechanism to facilitate procedures and bureaucratic personal leave requirements for employees. In addition, organizations can consider providing appropriate work schedules and benefits for employees if they are required to work outside the previously agreed schedule. Then, team leaders can

provide regular one-on-one discussion sessions as a means of bonding for their members.