

HUBUNGAN ANTARA *FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR* DAN *PSYCHOLOGICAL WELL-BEING* PADA KARYAWAN PT. PLN (PERSERO) UNIT INDUK DISTRIBUSI JATENG & DIY DI KOTA SEMARANG

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ABSTRAK

Penelitian korelasional ini menguji hubungan FSSB dan psychological well-being. Karyawan PT. PLN (Persero) UID Jateng & DIY dengan 70 karyawan sebagai sampel berpartisipasi dalam penelitian. Topik penelitian tentang psychological well-being di ranah industri sedang disarankan oleh peneliti sebelumnya pada tahun 2023 yang menyarankan peneliti selanjutnya agar meneliti variabel lain di ranah industri sebagai faktor yang memengaruhi psychological well-being pada karyawan. Urgensi penelitian psychological well-being berdampak pada beberapa aspek yang dapat menguntungkan atau merugikan perusahaan. Penelitian menggunakan teknik convenience sampling dan analisis statistik non parametrik yaitu Spearman's Rho. Skala FSSB memiliki 14 aitem ($\alpha = 0,950$) dan skala psychological well-being memiliki 32 aitem ($\alpha = 0,916$). Hasil uji hipotesis adalah adanya hubungan positif yang signifikan antara FSSB dan psychological well-being ($p = 0,004$) dan nilai koefisien korelasi 0,320. Penelitian menyatakan semakin tinggi FSSB yang diterima oleh karyawan maka semakin tinggi pula psychological well-being pada karyawan dan rendahnya FSSB diikuti psychological well-being yang rendah pada karyawan.

Kata kunci: psychological well-being, family supportive supervisor behavior, karyawan

THE RELATIONSHIP BETWEEN FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR AND PSYCHOLOGICAL WELL-BEING ON EMPLOYEE OF PT. PLN (PERSERO) UNIT INDUK DISTRIBUSI JATENG & DIY IN SEMARANG CITY

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ABSTRACT

This correlational research examines the relationship between FSSB and psychological well-being. Employees of PT PLN (Persero) UID Jateng & DIY with 70 employees as samples participated in the study. Research topics on psychological well-being in the industrial realm are being suggested by previous researchers in 2023 who suggest that future researchers examine other variables in the industrial realm as factors that influence psychological well-being in employees. The urgency of psychological well-being research has an impact on several aspects that can benefit or harm the company. The study used convenience sampling technique and non-parametric statistical analysis, namely Spearman's Rho. The FSSB scale has 14 items ($\alpha = 0.950$) and the psychological well-being scale has 32 items ($\alpha = 0.916$). The results of hypothesis testing are a significant positive relationship between FSSB and psychological well-being ($p = 0.004$) and a correlation coefficient value of 0.320. The research states that the higher the FSSB received by employees, the higher the psychological well-being of employees and the low FSSB is followed by low psychological well-being in employees.

Keywords: psychological well-being, family supportive supervisor behavior, employee