

HUBUNGAN ANTARA *JOB CRAFTING* DENGAN *WORK-FAMILY ENRICHMENT* PADA POLISI WANITA DI POLRESTABES SEMARANG

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job crafting* dengan *work-family enrichment* pada polisi wanita di Polrestabes Semarang. *Job crafting* adalah upaya individu menyesuaikan pekerjaan secara kreatif. *Work-family enrichment* merupakan pengalaman pada domain pekerjaan meningkatkan kualitas kehidupan di domain keluarga. Subjek pada penelitian ini berjumlah 101 polisi wanita dengan status telah menikah yang dipilih menggunakan *simple random sampling*. Pengumpulan data menggunakan Skala *Work-Family Enrichment* (36 aitem; $\alpha = 0.951$) dan Skala *Job Crafting* (30 aitem; $\alpha = 0.919$). Hasil analisis regresi linear sederhana menunjukkan bahwa ada hubungan positif dan signifikan antara *job crafting* dengan *work-family enrichment* dengan $r = .58$; $p < .001$. Nilai koefisien korelasi tersebut menunjukkan bahwa kekuatan hubungan berada pada kategori sedang. Hasil analisis regresi menunjukkan bahwa *job crafting* memberikan sumbangan efektif sebesar 33,6% terhadap *work-family enrichment* ($r = 0.580$; $R^2 = 0.336$; $F(1,99) = 50.107$; $p < .001$). *Job crafting* secara signifikan mampu memprediksi *work-family enrichment* ($\beta = .71$; $p < .001$). Hasil penelitian menggambarkan bahwa semakin tinggi *job crafting* akan menentukan *work-family enrichment* yang tinggi, sebaliknya semakin rendah *job crafting* akan menentukan *work-family enrichment* yang rendah pula.

Kata Kunci: *job crafting*, *work-family enrichment*, polisi wanita

THE RELATIONSHIP BETWEEN JOB CRAFTING AND WORK-FAMILY ENRICHMENT AMONG FEMALE POLICE OFFICERS AT POLRESTABES SEMARANG

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ABSTRACT

This study aims to examine the relationship between job crafting and work-family enrichment among female police officers at Polrestabes Semarang. Job crafting refers to an individual's proactive efforts to creatively adjust their work, while work-family enrichment is the experience in the work domain that improves the quality of life in the family domain. The participants consisted of 101 married female police officers selected through simple random sampling. Data were collected using the Work-Family Enrichment Scale (36 items; $\alpha = 0.951$) and the Job Crafting Scale (30 items; $\alpha = 0.919$). The results of the simple linear regression analysis revealed a positive and significant relationship between job crafting and work-family enrichment ($r = .58$; $p < .001$). The correlation coefficient indicates a moderate strength of the relationship. Regression analysis showed that job crafting contributed 33.6% to work-family enrichment ($r = 0.580$; $R^2 = 0.336$; $F(1,99) = 50.107$; $p < .001$). Job crafting was found to significantly predict work-family enrichment ($\beta = .71$; $p < .001$). These findings indicate that higher levels of job crafting are associated with higher levels of work-family enrichment, and vice versa.

Keywords: job crafting, work-family enrichment, female police officers