

PERAN *LEADER-MEMBER EXCHANGE* (LMX) DAN DUKUNGAN REKAN KERJA TERHADAP *WORK-FAMILY BALANCE* PADA DOSEN

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ABSTRAK

Peranan tenaga pendidik yaitu dosen pada kondisi pandemi memiliki perubahan lingkungan kerja dan keluarga yang semula *work from office* menjadi *work from home*. Pentingnya kemampuan individu yang bekerja untuk mengelola kehidupan keluarga dan pekerjaan agar tidak memicu dampak negatif seperti munculnya konflik dalam kedua perannya. Penelitian ini bertujuan untuk mengetahui peran *leader-member exchange* (lmx) dan dukungan rekan kerja terhadap *work-family balance* pada dosen. Subjek penelitian ini yaitu 172 dosen perempuan Universitas Negeri Semarang. Teknik *sampling* dalam penelitian ini adalah teknik *proportional random sampling*. Pada penelitian ini terdapat tiga alat ukur yang digunakan yaitu Skala *leader-member exchange* yang terdiri dari 11 aitem ($\alpha = 0,88$), Skala dukungan rekan kerja yang terdiri dari 11 aitem ($\alpha = 0,92$), dan Skala *work-family balance* yang terdiri dari 15 aitem ($\alpha = 0,85$). Teknik analisis data dalam penelitian ini adalah analisis regresi berganda, dengan hasil menunjukkan terdapat peran antara *leader-member exchange* (lmx) dan dukungan rekan kerja terhadap *work-family balance* pada dosen ($F=16,888, p = 0,001$). *leader-member exchange* (lmx) berperan terhadap *work-family balance* pada dosen ($r = 0,393, p = 0,001$). Dukungan rekan kerja berperan terhadap *work-family balance* pada dosen ($r = 0,308, p = 0,001$). *leader-member exchange* dan dukungan rekan kerja memberikan sumbangan efektif sebesar 40,8 % terhadap *work-family balance*.

Kata kunci: *leader-member exchange* (lmx), dukungan rekan kerja, *work-family balance*, dosen.

ABSTRACT

The role of educators, namely lecturers in pandemic conditions, has a change in the work environment and family which was originally a work from office to work from home. The importance of the ability of individuals who work to manage family life and work so as not to trigger negative impacts such as the emergence of conflicts in both roles. This study aims to determine the role of Leader-Member Exchange (LMX) and colleagues' support for work-family balances for lecturers. The subject of this study was 172 female lecturers in Semarang State University. The sampling technique in this study is a proportional random sampling. In this study there were three measuring devices used, namely the scale of the Leader-Member Exchange which consisted of 11 Aitem ($\alpha = 0,88$), the scale of colleagues' support consisting of 11 Aitem ($\alpha = 0,92$), and the Work-Family Scale Balance consisting of 15 Aitem ($\alpha = 0,85$). The data analysis technique in this study was multiple regression analysis, with the results showing that there was a role between the Leader-Member Exchange (LMX) and colleagues' support for the Work-Family Balance in lecturers ($F = 16,888, p = 0.001$). Leader-Member Exchange (LMX) Performity with work-family balance in lecturers ($R = 0.393, P = 0.001$). Support of colleagues with a role with work-family balance in lecturers ($R = 0.308, p = 0.001$). Leader-Member Exchange and colleagues' support made an effective contribution of 40.8 % to work-family balance.

KEYWORDS : *leader-member exchange* (lmx), colleague's support, *work-family balance*, lecturers

