

HUBUNGAN *FAMILY SUPPORTIVE SUPERVISOR BEHAVIORS* DENGAN *WORK-LIFE BALANCE* PADA PERAWAT WANITA RSUD DR. TJITROWARDOJO KELAS B KABUPATEN PURWOREJO

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Abstrak

Family supportive supervisor behaviors merupakan dukungan sosial yang dirasakan perawat dari supervisornya berupa perilaku suportif berkaitan dengan peran perawat dalam keluarganya, sehingga dapat memunculkan persepsi adanya kepedulian dari supervisor terhadap kehidupan perawat baik kehidupan di tempat kerja maupun di luar pekerjaan. *Work-life balance* merupakan suatu kondisi di mana perawat dapat mengelola dengan seimbang tanggung jawab pekerjaannya dengan tanggung jawab di luar pekerjaan. Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara *family supportive supervisor behaviors* dengan *work-life balance* pada perawat wanita RSUD dr. Tjitrowardojo Kelas B Kabupaten Purworejo. Partisipan dalam penelitian ini berjumlah 81 perawat wanita yang diambil dengan teknik *cluster random sampling*. Pengumpulan data dilakukan menggunakan Skala *Family Supportive Supervisor Behaviors* (14 aitem valid, $\alpha = 0,897$) dan Skala *Work-Life Balance* (31 aitem valid, $\alpha = 0,949$). Analisis data diolah menggunakan metode *Spearman Rho* diperoleh nilai koefisien korelasi sebesar 0,518 ($p = 0,000, (<0,05)$). Hasil ini menunjukkan adanya hubungan positif yang signifikan antara *family supportive supervisor behaviors* dengan *work-life balance* pada perawat wanita RSUD dr. Tjitrowardojo Kelas B Kabupaten Purworejo. Semakin tinggi *family supportive supervisor behaviors* yang diterima perawat wanita maka akan semakin tinggi pula *work-life balance* perawat, dan sebaliknya.

Kata kunci: *family supportive supervisor behaviors*; *work-life balance*; perawat

THE RELATIONSHIP BETWEEN FAMILY SUPPORTIVE SUPERVISOR BEHAVIORS WITH WORK-LIFE BALANCE IN WOMEN NURSES DR. TJITROWARDOJO CLASS B, PURWOREJO DISTRICT

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Abstract

Family supportive supervisor behaviors are social support felt by nurses from their supervisors in the form of supportive behavior related to the role of nurses in their families so that they can create perceptions of concern from supervisors for nurses' lives both at work and outside of work. Work-life balance is a condition in which nurses can balance their work responsibilities with responsibilities outside of work. This study aims to determine whether there is a relationship between family supportive supervisor behaviors and work-life balance among female nurses at RSUD dr. Tjitrowardojo Class B, Purworejo Regency. Participants in this study totaled 81 female nurses who were taken by cluster random sampling technique. Data collection was carried out using the Family Supportive Supervisor Behaviors Scale (14 valid items, $\alpha = 0.897$) and the Work-Life Balance Scale (31 valid items, $\alpha = 0.949$). Data analysis was processed using the Spearman-Rho method, and a correlation coefficient value of 0.518 ($p = 0.000, (<0.05)$) was obtained. These results indicate a significant positive relationship between family supportive supervisor behaviors and work-life balance among female nurses at RSUD dr. Tjitrowardojo Class B, Purworejo Regency. The higher the family supportive supervisor behaviors received by female nurses, the higher the nurse's work-life balance, and vice versa.

Keywords: family supportive supervisor behaviors; work-life balance; nurses