HUBUNGAN ANTARA *FAMILY SUPPORTIVE SUPERVISOR BEHAVIORS* DENGAN KUALITAS KEHIDUPAN KERJA PADA PEGAWAI DINAS KESEHATAN PROVINSI JAWA TENGAH

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis hubungan antara *family supportive supervisor behaviors* dan kualitas kehidupan kerja dengan subjek pegawai Dinas Kesehatan Provinsi Jawa Tengah. Perilaku *family supportive supervisor behaviors* yang dimiliki oleh setiap pegawai terutama supervisor dapat membantu mengelola tuntutan pekerjaan dan keluarga sehingga dapat berkontribusi meningkatkan kualitas kehidupan kerja. Hal ini berdampak pada pelayanan yang diberikan setiap pegawai kepada masyarakat. Sampel penelitian ini berjumlah total 98 pegawai yang dipilih menggunakan metode kuantitatif dengan teknik *proporsionate cluster random sampling*. Data penelitian ini di ambil menggunakan skala *family suportive supervisor behaviors* dengan 14 aitem valid ($\alpha = 0.912$) dan skala kualitas kehidupan kerja dengan 57 aitem valid ($\alpha = 0.961$). Pengujian hipotesis menggunakan analisis data regresi sederhana dengan hasil hipotesis diterima, yaitu menunjukkan *family supportive supervisor behaviors* memiliki pengaruh positif signifikan terhadap kualitas kehidupan kerja ($p = 0.001$, $r = 0.587$, $R^2 = 0.345$) yang menunjukkan bahwa semakin tinggi tingkat *family supportive supervisor behaviors* pegawai maka akan tinggi pula tingkat kualitas kehidupan kerja.Temuan ini memberikan implikasi penting bagi Dinas Kesehatan Provinsi Jawa Tengah untuk memperkuat peran dukungan supervisor dalam meningkatkan kualitas pelayanan kesehatan.

Kata kunci: *family supportive supervisor behaviors*, kualitas kehidupan kerja, pegawai, instansi pemerintah

THE RELATIONSHIP BETWEEN FAMILY SUPPORTIVE SUPERVISOR BEHAVIORS AND THE QUALITY OF WORK LIFE OF CENTRAL JAVA PROVINCE HEALTH SERVICE EMPLOYEES

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ABSTRACT

This study aims to analyze the relationship between family supportive supervisor behaviors and quality of work life with subjects of employees of the Central Java Provincial Health Office. Family supportive supervisor behaviors possessed by each employee, especially supervisors, can help manage work and family demands so that they can contribute to improving the quality of work life. This has an impact on the services provided by each employee to the community. The sample of this study was a total of 98 employees selected using a quantitative method with a proportional cluster random sampling technique. The data for this study were taken using a family supportive supervisor behaviors scale with 14 valid items ($\alpha = 0.912$) and a quality of work life scale with 57 valid items ($\alpha = 0.961$). Hypothesis testing using simple regression data analysis with the hypothesis results accepted, namely showing that family supportive supervisor behaviors have a significant positive influence on the quality of work life ($p = 0.001$, $r = 0.587$, $R2 = 0.345$) which indicates that the higher the level of family supportive supervisor behaviors of employees, the higher the level of quality of work life. This finding provides important implications for the Central Java Provincial Health Office to strengthen the role of supervisor support in improving the quality of health services.

Keywords: family supportive supervisor behaviors, quality of work life, employees, government office