

**CORRELATION BETWEEN WORK-FAMILY BALANCE WITH  
MARITAL SATISFACTION OF MARRIED FEMALE EMPLOYEES IN  
COSMOLAB PRIMA PURWOKERTO Ltd.**

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**ABSTRACT**

The purpose of this study is to determine the relationship between work-family balance and marital satisfaction of married female employees in Cosmolab Prima Purwokerto Ltd. The first hypothesis is predicted that there will be a relationship between work-family conflict dimension and marital satisfaction, and the second hypothesis is predicted that there will be a relationship between work-family enrichment dimension and marital satisfaction. The scale used by this research is the *ENRICH Marital Satisfaction (EMS)* (Fowers & Olson, 1993) and *Work-Family Balance Scale* (work-family conflict and work-family enrichment dimension) (Hennessy, 2007) and was given to 109 married female employees in the age 19-55 age range at Cosmolab Prima Purwokerto Ltd. that already have a child or not. The result of correlation analysis shows that there is negative relationship between work-family conflict dimension and marital satisfaction of married female employees in Cosmolab Prima Purwokerto Ltd. with value of  $r = 0,187$  and  $p$  value =  $0,026$  so that the first hypothesis is accepted.

**Keywords : Marital satisfaction, Work-Family Balance**