

Hubungan *Family Friendly Policies* dan *Work Family Balance* Dengan *Family Supportive Supervisor Behaviors* Sebagai Variabel Mediator Pada PNS Wanita Di Provinsi Daerah Istimewa Yogyakarta

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui korelasi antara *family friendly policies* dengan *work family balance* yang dimediasi oleh *family supportive supervisor behaviors* pada Pegawai Negeri Sipil wanita di Daerah Istimewa Yogyakarta. Berdasarkan data dari Badan Pusat Statistik (BPS) Daerah Istimewa Yogyakarta, partisipasi wanita yang bekerja menjadi Pegawai Negeri Sipil wanita di Daerah Istimewa Yogyakarta memiliki jumlah yang lebih besar dibandingkan laki-laki. Bertambahnya peran wanita di dunia kerja berkaitan dengan konsep *work-family balance*. *Work-family balance* dapat dipengaruhi oleh faktor individu dan faktor organisasi. *Family friendly policies* dan *family supportive supervisor behaviors* merupakan faktor yang bersumber dari organisasi. Subjek dari penelitian ini berjumlah 106 Pegawai Negeri Sipil wanita yang bekerja di Daerah Istimewa Yogyakarta. Hasil uji mediasi menggunakan *bootstrapping* menunjukkan terdapat peran mediasi oleh *family supportive supervisor behaviors* pada korelasi antara *family friendly policies* dengan *work family balance* pada Pegawai Negeri Sipil wanita di Daerah Istimewa Yogyakarta dan taraf signifikansi sebesar 0.015 ($p < 0.05$). Korelasi antara *family friendly policies* dengan *work family balance* tidak signifikan ketika *family supportive supervisor behaviors* dimasukkan kedalam persamaan dan taraf signifikansi sebesar 0.733 ($p > 0.05$). Dengan demikian, penerapan *family friendly policies* bersamaan dengan *family supportive supervisor behaviors* dapat meningkatkan *work family balance* pada Pegawai Negeri Sipil wanita di Daerah Istimewa Yogyakarta.

Kata Kunci: *work family balance, family friendly policy, family supportive supervisor behaviors*

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ABSTRACT

This study aims to determine the correlation between family friendly policies and work family balance mediated by family supportive supervisor behaviors in female civil servants in the Special Region of Yogyakarta. Based on data from the Central Bureau of Statistics (BPS) for the Special Region of Yogyakarta, the participation of women who work as female civil servants in the Special Region of Yogyakarta has a greater number than men. The increasing role of women in the world of work is related to the concept of work-family balance. Work-family balance can be influenced by individual factors and organizational factors. Family friendly policies and family supportive supervisor behaviors are factors originating from the organization. The subjects of this study were 106 female civil servants working in the Special Region of Yogyakarta. The results of the mediation test using bootstrapping show that there is a mediation role by family supportive supervisor behaviors in the correlation between family friendly policies and work family balance in female civil servants in the Special Region of Yogyakarta with a significance level of 0.015 ($p < 0.05$). The correlation between family friendly policies and work family balance is not significant when family supportive supervisor behaviors are included in the equation and the significance level is 0.733 ($p > 0.05$). Thus, the application of family friendly policies along with family supportive supervisor behaviors can improve work family balance in female civil servants in the Special Region of Yogyakarta.

Keywords: *work family balance, family friendly policy, family supportive supervisor behaviors*