

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *work-family conflict* dan *perceived organizational support* dengan *quality of work life* pada karyawan PT. Anugrah Karya Trisakti Purworejo. Hipotesis penelitian ini adalah : ada hubungan negatif antara *work-family conflict* dengan *quality of work life* pada karyawan dan ada hubungan positif antara *perceived organizational support* dengan *quality of work life* pada karyawan. Penelitian ini dilakukan pada subjek sebanyak 74 orang, yang diambil dengan menggunakan teknik *purposive sampling*. Pengumpulan data dalam penelitian ini menggunakan Skala *Likert*. Analisis data yang digunakan untuk menguji hipotesis adalah analisis korelasi *Product Moment*. Berdasarkan hasil analisis, diperoleh nilai korelasi yang pertama $r = -0,162$ dan $p = 0,084$ ($p \geq 0,050$) dan korelasi yang kedua $r = 0,769$ dengan $p = 0,000$ ($p < 0,01$). Hal tersebut menunjukkan tidak terdapat korelasi antara *work-family conflict* dengan *quality of work life* pada karyawan dan terdapat korelasi positif yang signifikan antara *perceived organizational support* dengan *quality of work life*. Ditolaknya hipotesis yang pertama menunjukkan koefisien determinasi yang diperoleh sebesar $(R^2) = 0,026$, yang berarti *work-family conflict* memiliki kontribusi sebesar 2,6% terhadap *quality of work life* dan sisanya 97,4% dipengaruhi oleh faktor lain, diterimanya hipotesis kedua menunjukkan koefisien determinasi sebesar $(R^2) = 0,592$, yang berarti *perceived organizational support* memiliki sumbangan sebesar 59,2% dan sisanya 40,8% dipengaruhi oleh faktor lain. Faktor lain yang mempengaruhi *quality of work life* yang tidak diteliti dalam penelitian ini, seperti *work life balance*, faktor sosial, faktor ekonomi, dan isi pekerjaan.

Kata kunci : *quality of work life*, *work-family conflict*, *perceived organizational support*, dan karyawan

ABSTRACT

This study aims to determine the relationship between work-family conflict and perceived organizational support with quality of work life in employees of PT. Anugrah Karya Trisakti Purworejo. The research hypothesis is: there is a negative relationship between work-family conflict and quality of work life on employees and there is a positive relationship between perceived organizational support and quality of work life in employees. This research was conducted on 74 subjects, taken using purposive sampling technique. Data collection in this study uses a Likert Scale. Data analysis used to test hypotheses is Product Moment correlation analysis. Based on the results of the analysis, obtained the first correlation value $r = -0.162$ and $p = 0.084$ ($p \geq 0.050$) and the second correlation $r = 0.769$ with $p = 0.000$ ($p < 0.01$). This shows there is no correlation between work-family conflict with quality of work life on employees and there is a significant positive correlation between perceived organizational support and quality of work life. The rejection of the first hypothesis shows that the coefficient of determination obtained is $(R^2) = 0,026$, which means work-family conflict has a contribution of 2.6% on quality of work life and the remaining 97.4% is influenced by other factors, the second hypothesis is accepted shows the determination coefficient of $(R^2) = 0.592$, which means that perceived organizational support has a contribution of 59.2% and the remaining 40.8% is influenced by other factors. Other factors that influence the quality of work life that are not examined in this study, such as work life balance, social factors, economic factors, and work content.

Keywords: quality of work life, work-family conflict, perceived organizational support, and employees