

**HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* (POS)
DENGAN *WORK LIFE BALANCE* PADA KARYAWAN PT. BINTANG INDO
JAYA SURABAYA**

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Abstrak

Pengalaman karyawan dalam work life balance menghasilkan kesetiaan pada perusahaan dan meningkatkan keterikatan emosional dengan perusahaan yang mengakibatkan karyawan ingin tetap bersama dengan perusahaan nya. Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan *work life balance* pada karyawan. Hipotesis yang diajukan dalam penelitian ini adalah ada hubungan positif antara *perceived organizational support* dan *work life balance* . Subjek penelitian ini sebanyak 83 karyawan yang sudah bekerja minimal 2 tahun. Metode pengumpulan data menggunakan skala *perceived organizational support* dan skala *work life balance*. Hasil analisis *product moment* untuk variabel *perceived organizational support* dengan *work life balance* menunjukkan $r_{xy} = 0.560$ $p < 0,01$ berarti bahwa hipotesis diterima. Besar sumbangan *perceived organizational support* dapat mempengaruhi *work-life balance* pada karyawan sebesar 31,4% dan 68,6% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini. Diharapkan karyawan meningkatkan aspek-aspek *perceived organizational support* pada dirinya agar tercapai *work life balance* yang lebih baik.

Kata Kunci: *perceived organizational support*, *work-life balance*, karyawan

THE CORRELATION PERCEIVED ORGANIZATIONAL SUPPORT (POS) WITH WORK LIFE BALANCE ON EMPLOYEES

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Abstract

Employees' experience in work life balance generates loyalty to the company and increases emotional attachment to the company which results in employees wanting to stay with the company. This study aims to know the correlation between Perceived Organizational Support and Work-life Balance. The hypothesis proposed in this study is that there is a positive correlation between Perceived Organizational Support and Work-life Balance on employees. Subjects in this study were 83 employees who have worked at least 2 years.. The method collecting data in this research using the scale of Perceived Organizational Support scale and Work-life Balance scale. The results of product moment correlation analysis for the Perceived Organizational Support with Work-life Balance on employees show $r_{xy} = 0.560$ $p < 0,01$, meaning the hypothesis that there was a positive correlation between Perceived Organizational Support and Work-life Balance on employees. The magnitude of the contribution of Perceived Organizational Support to Work-life Balance on employees by 31,4%, and 68,6% is influenced by a number of other factors.

Keywords: *perceived organizational support, work life balance, employe.*