ABSTRAK

Karyawan yang bekerja di hotel saat ini cenderung menghadapi jam kerja yang panjang serta tugas dan jam kerja yang berat. Hal ini memberi dampak pada keseimbangan kehidupan pribadi karyawan. Penelitian ini betujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *work life balance* pada karyawan hotel x di Balikpapan. Subjek dalam penelitian ini terdiri dari 31 orang karyawan. Cara pengambilan subjek penelitian dengan menggunakan *purposive sampling* dengan kriteria karyawan yang sudah berkeluarga,bekerja minimal 40 jam perminggu, dan karyawan bagian *back office.* Pengumpulan data penelitian ini menggunakan Skala *Perceived Organizational Support* dan Skala *Work Life Balance.* Data kemudian dianalisis menggunakan analisis korelasi *product moment.* Berdasarkan hasil analisis diperoleh koefisien korelasi (rxy) = 0.424 dengan p = 0,009 ($p < 0.050$). Hal ini menunjukkan bahwa hipotesis dalam penelitian ini diterima dan terbukti bahwa ada hubungan positif antara *perceived organizational support* dengan *work life balance* pada karyawan hotel X di Balikpapan.

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

ABSTRACT

Employees who work in hotels nowadays tend to face long working hours as well as heavy duties and working hours. This has an impact on the balance of employees' personal lives. The research aims to find out the relationship between perceived organizational support and work life balance in Hotel x Employees in Balikpapan. The hypothesis that there is a positive relationship between perceived organizational support and work life balance among employees of Hotel X in Balikpapan. The subjects in this study consisted of 31 employees. This sampling using purposive sampling method with the criteria employees who are married, work at least 40 hours per week and worked in the back office. The data collection of this study uses a Scale of Perceived Organizational Support and Work Life Balance Scale. Data were then analyzed using product moment correlation analysis. Based on the analysis the coeffiecient correlation (rxy) = 0.424 with the significant level= 0.009 (p <0.050) which means that there is a positive relationship between perceived organizational support and work life balance in hotel X employees in Balikpapan. The coefficient of determination (R^2) = 0.180 so perceived organizational support to work life balance is 18% while the remaining 82% is influenced by other factors.

Keywords: work life balance, perceived organizational support