

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Family supportive supervisor behaviors* (FSSB) dengan *Work-life balance* pada karyawan di Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan desain korelasional. Sampel penelitian berjumlah 118 karyawan yang dipilih menggunakan teknik purposive sampling. Instrumen penelitian terdiri atas Skala *Family supportive supervisor behaviors* (16 aitem; $\alpha = 0,938$) dan Skala *Work-life balance* (19 aitem; $\alpha = 0,881$). Analisis data dilakukan menggunakan uji korelasi Product Moment Pearson dengan bantuan IBM SPSS Statistics versi 31. Hasil penelitian menunjukkan terdapat hubungan positif yang signifikan antara *Family supportive supervisor behaviors* dan *Work-life balance* ($r = 0,673$; $p < 0,001$). Temuan ini menunjukkan bahwa semakin tinggi *Family supportive supervisor behaviors* yang dirasakan karyawan, semakin tinggi pula *Work-life balance* yang dimiliki. Dengan demikian, hipotesis penelitian diterima. Hasil penelitian menegaskan pentingnya peran supervisor dalam mendukung terciptanya *Work-life balance* pada karyawan.

Kata Kunci: *Family Supportive Supervisor Behaviors, Work-life Balance, Karyawan*

ABSTRACT

This study aimed to examine the relationship between Family supportive supervisor behaviors (FSSB) and Work-life balance among employees in Yogyakarta. A quantitative correlational design was employed with 118 employees selected through purposive sampling. Data were collected using the 16-item Family supportive supervisor behaviors Scale (Cronbach's $\alpha = .938$) and the 19-item Work-life balance Scale (Cronbach's $\alpha = .881$). Data were analyzed using the Pearson Product-Moment correlation test with IBM SPSS Statistics version 31. The results indicated a significant positive relationship between Family supportive supervisor behaviors and Work-life balance ($r = .673, p < .001$), suggesting that employees who perceive greater family-supportive behaviors from their supervisors tend to report higher levels of Work-Life Balance. These findings support the hypothesis that Family supportive supervisor behaviors is positively associated with Work-life balance among employees in Yogyakarta and highlight the importance of supervisor support in fostering employees' work-life balance

Keywords: Family Supportive Supervisor Behaviors, Work-life Balance, Employees