

**PENGARUH PERSEPSI *RELATION-ORIENTED LEADERSHIP BEHAVIOR* TERHADAP *WORK-LIFE BALANCE* PADA WANITA PEKERJA PABRIK KONVEKSI BAGIAN OPERATOR SEWING (JAHIT) DI KABUPATEN WONOGIRI**

**Ilham Putra Pratama  
Yanies Novira Soedarmadi**

Program Studi Psikologi  
Fakultas Bisnis & Humaniora  
Universitas Teknologi Yogyakarta  
Email: ilhamtrapra.tama@gmail.com

**ABSTRAK**

*Fenomena wanita bekerja seringkali memunculkan konflik peran di kehidupan pribadi dan kehidupan kerjanya. Wanita yang bekerja sebagai pekerja pabrik konveksi terutama bagian operator sewing (menjahit) memiliki tuntutan yang perlu dicapai seperti harus mampu mencapai target produksi. Konsep keseimbangan kehidupan pribadi dan kerjanya (*work-life balance*) perlu dikaji bagi wanita yang bekerja. Keseimbangan dapat tercapai dengan dukungan dari atasan yang dapat diwujudkan dengan gaya kepemimpinan terhadap bawahan, yaitu *relation-oriented leadership behavior*. Penelitian ini bertujuan untuk mengetahui pengaruh persepsi *relation-oriented leadership behavior* terhadap *work-life balance* pada wanita pekerja pabrik konveksi bagian operator sewing (jahit) di Kabupaten Wonogiri. Subjek penelitian ini yaitu 100 responden yang berdomisili di Kabupaten Wonogiri, merupakan wanita pekerja pabrik konveksi bagian operator sewing (jahit) dengan menggunakan teknik *purposive sampling*. Teknik pengumpulan datanya menggunakan teknik pengumpulan data kuantitatif serta melalui uji regresi dengan adanya 2 skala psikologi (skala *relation-oriented leadership behavior* modifikasi oleh Yukl (2009) sebanyak 36 aitem dan skala *work life balance* oleh Fisher, Bulger dan Smith (2009) sebanyak 50 aitem). Berdasarkan kategorisasi menunjukkan *relation-oriented leadership behavior* tinggi sebanyak 93 responden (93%), 7 responden kategori sedang (7%). Kategorisasi *work-life balance* pada responden memiliki kategori tinggi sebanyak 46 responden (46%), 53 responden kategori sedang (53%) dan 1 responden (1%) kategori rendah. Hasil penelitian ini menunjukkan bahwa uji regresi linear sederhana *relation-oriented leadership behavior* terhadap *work-life balance* pada wanita pekerja pabrik konveksi bagian operator sewing memiliki nilai signifikansi sebesar 0,032 ( $p < 0,05$ ), dan  $R\text{ square}=0,046$  sehingga  $H_0$  diterima, Artinya, terdapat pengaruh yang signifikan pada persepsi *relation-oriented leadership behavior* terhadap *work-life balance* pada wanita pekerja pabrik konveksi bagian operator sewing dan sumbangan pengaruhnya sebesar 4,6%.*

**Kata kunci:** *Relation-oriented leadership behavior, Wanita pekerja, Work-life balance*

# THE INFLUENCE OF PERCEPTION RELATION-ORIENTED LEADERSHIP BEHAVIOR ON WORK-LIFE BALANCE IN WOMEN CONVECTION FACTORY WORKERS FOR SEWING OPERATORS IN WONOGIRI DISTRICT

Ilham Putra Pratama  
Yanies Novira Soedarmadi

Psychology Study Program  
Faculty of Business & Humanities  
University of Technology Yogyakarta  
Email: ilhamtrapra.tama@gmail.com

## ABSTRACT

*The phenomenon of working women often gives rise to role conflicts in their personal and work lives. Women who work as convection factory workers, especially sewing operators, have demands that need to be achieved, such as being able to achieve production targets. The concept of work-life balance needs to be studied for working women. Balance can be achieved with support from superiors which can be realized with a leadership style towards subordinates, namely relationship-oriented leadership behavior. This research aims to determine the influence of perceptions of relation-oriented leadership behavior on work-life balance among female convection factory workers as sewing operators in Wonogiri Regency. The subjects of this research were 100 respondents who live in Wonogiri Regency, who are female convection factory workers as sewing operators using a purposive sampling technique. The data collection technique uses quantitative data collection techniques and through regression tests with 2 psychological scales (the relation-oriented leadership behavior scale modified by Yukl (2009) with 36 items and the work life balance scale by Fisher, Bulger and Smith (2009) with 50 items. ). Based on categorization, 93 respondents (93%) showed high relationship-oriented leadership behavior, 7 respondents were in the medium category (7%). The categorization of work-life balance among respondents was in the high category, 46 respondents (46%), 53 respondents in the medium category (53%) and 1 respondent (1%) in the low category. The results of this research show that the simple linear regression test of relationship-oriented leadership behavior on work-life balance in female convection factory workers as sewing operators has a significance value of 0.032 ( $p < 0.05$ ), and  $R^2 = 0.046$  so that  $H_a$  is accepted, meaning, there is a significant influence on the perception of relationship-oriented leadership behavior on work-life balance in female convection factory workers as sewing operators and the contribution of the influence is 4.6%.*

**Keywords:** *Relationship-oriented leadership behavior, Working women, Work-life balance*