

PENGARUH DUKUNGAN SOSIAL TERHADAP *WORK LIFE BALANCE* PADA KARYAWAN PT QUMICON INDONESIA DI MASA PANDEMI COVID-19

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ABSTRAK

Bekerja selama pandemi covid-19 berdampak pada kurangnya batasan antara pekerjaan dan keluarga. Pentingnya work life balance pada kehidupan karyawan menjadi hal yang penting bagi perusahaan agar menjaga kinerja, tingkat produktivitas karyawan. Menurut Times dan Pew Research Center, 50% ayah yang bekerja mengatakan bahwa mereka merasa sangat sulit untuk menyeimbangkan pekerjaan dan tanggung jawab ke keluarga. Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh dukungan sosial terhadap work life balance di masa pandemi pada karyawan PT Qumicon Indonesia. Partisipan dalam penelitian ini adalah karyawan PT Qumicon Indonesia sebanyak 87 orang. Partisipan diperoleh dengan menggunakan teknik purposive sampling. Penelitian ini menggunakan metode penelitian kuantitatif dengan analisis regresi linear sederhana. Hasil penelitian menunjukkan terdapat pengaruh positif dan signifikan antara dukungan sosial terhadap work life balance dengan koefisien regresi sebesar 0,295 dan nilai signifikansi sebesar 0,006 karena nilai signifikansi < 0,05. Dukungan sosial memberikan sumbangan efektif terhadap work life balance sebesar 8,6%.

Kata kunci: *Dukungan Sosial, Karyawan, Work Life balance*

THE EFFECT OF SOCIAL SUPPORT ON WORK LIFE BALANCE ON PT QUMICON INDONESIA EMPLOYEES DURING THE COVID-19 PANDEMIC

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ABSTRACT

Working during the covid-19 pandemic has resulted in less boundaries between work and family. The importance of work life balance in the lives of employees is important for companies to maintain performance, employee productivity levels. According to the Times and Pew Research Center, 50% of working fathers say they find it very difficult to balance work and family responsibilities. This study aims to determine and explain the effect of social support on work life balance during the pandemic for employees of PT Qumicon Indonesia. Participants in this study were 87 employees of PT Qumicon Indonesia. Participants were obtained by using purposive sampling technique. This study uses quantitative research methods with simple linear regression analysis. The results showed that there was a positive and significant effect between social support on work life balance with a regression coefficient of 0.295 and a significance value of 0.006 because the significance value was <0.05. Social support provides an effective contribution to work life balance by 8.6%.

Keywords: *Employee, Social Support, Work Life Balance*