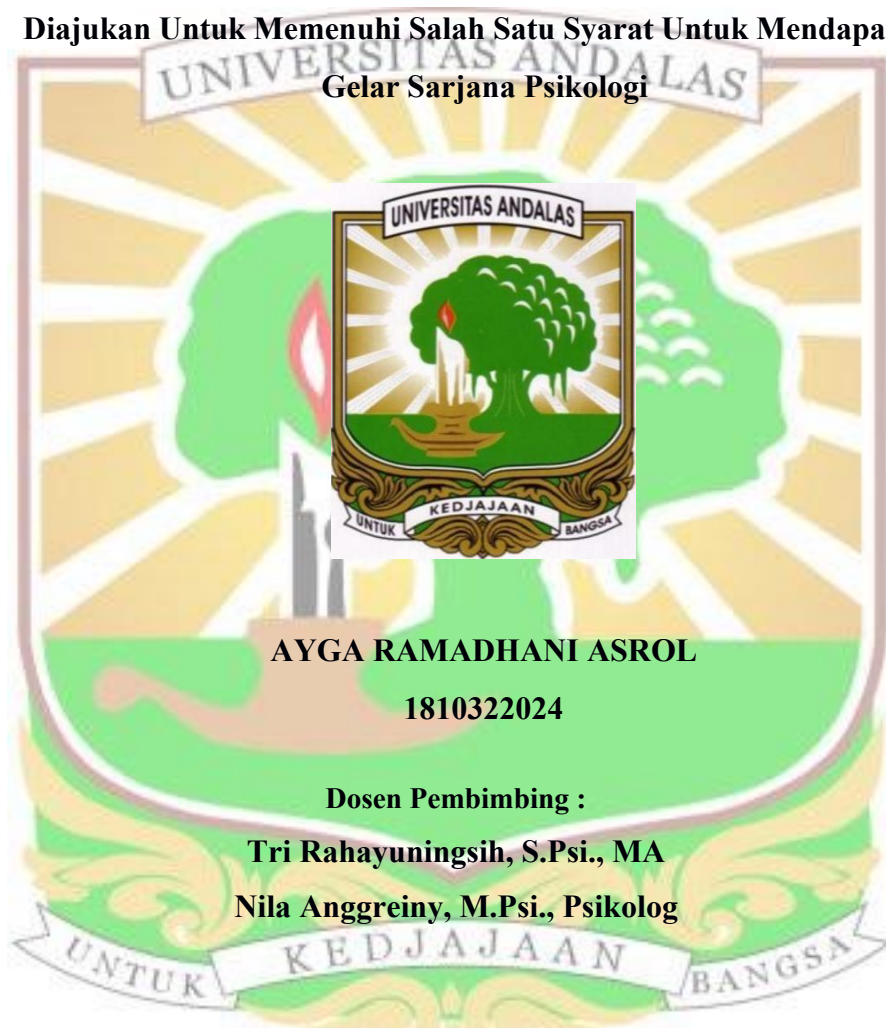


HUBUNGAN *PERCEIVED ORGANIZATIONAL SUPPORT* DENGAN *WORK-LIFE BALANCE* PADA POLISI WANITA YANG MENIKAH DI POLDA SUMATERA BARAT

SKRIPSI

**Diajukan Untuk Memenuhi Salah Satu Syarat Untuk Mendapatkan
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ABSTRACT

THE RELATIONSHIP OF PERCEIVED ORGANIZATIONAL SUPPORT WITH WORK-LIFE BALANCE IN MARRIED POLICEWOMEN IN THE WEST SUMATRA POLICE FORCE.

By:

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Married policewomen often experience imbalance between personal life and work (work-life balance) so that it can cause various conflicts and problems. Organizational support is one of the things that can improve work-life balance in married policewomen, so policewomen must have the perception that the organization has provided support for the work-life balance of policewomen. This research method uses a quantitative method with a correlational design with spearman rank analysis. The samples consist of 85 married policewomen at the West Sumatra Regional Police using simple random sampling technique. Data collection used an adaptation of the Survey of Perceived Organizational Support (SPOS) measuring instrument with a reliability of .97 and the Work/Nonwork Scale measuring instrument with a reliability of .726. The results of this study indicate that there is a significant relationship between perceived organizational support and work-life balance in married policewomen at the West Sumatra Regional Police ($p = .000$) with a correlation coefficient (r) of .708. This shows that the higher the perceived organizational support, the higher the work-life balance in married policewomen and the other way around. The result from this research shows that there is a significant relationship between marital self-disclosure with marital satisfaction for long distance marriage couples in Padang ($p = .003$) with correlation coefficient (r) .298. This shows that the higher the marital self-disclosure, the higher the marital satisfaction for long distance marriage couples and the other way around.

Key words: perceived organizational support, policewomen, work-life balance

ABSTRAK

HUBUNGAN PERCEIVED ORGANIZATIONAL SUPPORT DENGAN WORK-LIFE BALANCE PADA POLISI WANITA YANG MENIKAH DI POLDA SUMATERA BARAT

Oleh:

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Maputra, Siska Oktari**

Polisi wanita yang sudah menikah kerap mengalami ketidak seimbangan antara kehidupan pribadi dan pekerjaan (*work-life balance*) sehingga dapat menimbulkan berbagai konflik dan permasalahan. Dukungan organisasi menjadi salah satu hal yang dapat meningkatkan *Work-life balance* pada polisi wanita yang sudah menikah, maka polisi wanita harus memiliki persepsi bahwa organisasi telah memberikan dukungan atas *work-life balance* polisi wanita. Metode penelitian ini menggunakan metode kuantitatif dengan desain korelasional dengan analisis *spearman rank*. Jumlah sampel sebanyak 85 polisi wanita yang menikah di Polda Sumatera Barat menggunakan teknik *simple random sampling*. Pengumpulan data menggunakan adaptasi alat ukur *Survey of Perceived Organizational Support* (SPOS) dengan reliabilitas .97 dan alat ukur *Work/Nonwork Scale* dengan reliabilitas sebesar .726. Hasil penelitian ini menunjukkan bahwa adanya hubungan yang signifikan antara *perceived organizational support* dengan *work-life balance* pada polisi wanita yang menikah di Polda Sumatera Barat ($p = .000$) dengan nilai koefisien korelasi (r) sebesar .708. Hal ini menunjukkan bahwa semakin tinggi *perceived organizational support*, maka semakin tinggi juga *work-life balance* pada polisi wanita yang menikah dan begitu juga sebaliknya.

Kata kunci: perceived organizational support, polisi wanita, work-life balance