

Nomor Skripsi: 1021 /SKRIPSI/PSI-FIP/ 01-2022

**PENGARUH *WORK-FAMILY CONFLICT* TERHADAP *SUBJECTIVE WELL-BEING* PADA WANITA *DUAL CAREER* DI BANDUNG RAYA
YANG DIMODERASI DUKUNGAN SOSIAL PASANGAN**

SKRIPSI

Diajukan untuk Memenuhi Salah Satu Syarat
Memperoleh Gelar Sarjana Psikologi di Program Studi Psikologi



Disusun oleh:
Medina Hafizha Iredifa
NIM 1705460

**PROGRAM STUDI PSIKOLOGI
FAKULTAS ILMU PENDIDIKAN
UNIVERSITAS PENDIDIKAN INDONESIA
2022**

PENGARUH *WORK-FAMILY CONFLICT* TERHADAP *SUBJECTIVE WELL-BEING* PADA WANITA *DUAL CAREER* DI BANDUNG RAYA YANG DIMODERASI DUKUNGAN SOSIAL PASANGAN

Oleh:

Medina Hafizha Iredifa

Sebuah skripsi yang diajukan untuk memenuhi salah satu syarat memperoleh gelar Sarjana Psikologi di Departemen Psikologi Fakultas Ilmu Pendidikan

©Medina Hafizha Iredifa 2022

Universitas Pendidikan Indonesia

Januari 2022

Hak cipta dilindungi undang-undang.

Skripsi ini tidak boleh diperbanyak seluruhnya atau hanya sebagian, dengan cetak ulang, difotokopi, atau cara lainnya tanpa izin dari peneliti

LEMBAR PENGESAHAN SKRIPSI

Medina Hafizha Iredifa

NIM. 1705460

**PENGARUH *WORK-FAMILY CONFLICT* TERHADAP *SUBJECTIVE WELL-BEING* PADA WANITA *DUAL CAREER* DI BANDUNG RAYA
YANG DIMODERASI DUKUNGAN SOSIAL PASANGAN**

Disetujui dan Disahkan Oleh Pembimbing

Pembimbing I,



Dr. Sri Maslihah, M. Psi., Psikolog

NIP. 19700726 200312 2 001

Mengetahui

Ketua Departemen Psikologi,



Dr. Sri Maslihah, M. Psi., Psikolog

NIP. 19700726 200312 2 001

LEMBAR PENGESAHAN

Medina Hafizha Iredifa

NIM. 1705460

**PENGARUH *WORK-FAMILY CONFLICT* TERHADAP *SUBJECTIVE WELL-BEING* PADA WANITA *DUAL CAREER* DI BANDUNG RAYA
YANG DIMODERASI DUKUNGAN SOSIAL PASANGAN**

Skripsi ini telah diujikan pada tanggal 5 Januari 2022 dan telah direvisi
seperlunya.

Disetujui dan disahkan oleh penguji:

Penguji I



Dr. Sri Maslilah, M. Psi., Psikolog

NIP. 19700726 200312 2 001

Penguji II



Anastasia Wulandari, M. Psi

NIP.

Penguji III



Dyah Zaleha Wyandini, S. Psi., M. Si.

NIP.

Mengetahui,

Ketua Departemen Psikologi



Dr. Sri Maslihah, M. Psi., Psikolog

NIP. 19700726 200312 2 001

Tanggung jawab yuridis ada pada:

Peneliti



Medina Hafizha Iredifa

NIM. 1705460

ABSTRAK

Medina Hafizha Iredifa (1705460). Pengaruh *Work-family Conflict* terhadap *Subjective Well-being* pada Wanita *Dual Career* di Bandung Raya yang Dimoderasi Dukungan Sosial Pasangan. Skripsi. Departemen Psikologi, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia. Bandung. (2022).

Penelitian ini bertujuan untuk mengetahui pengaruh *work-family conflict* terhadap *subjective well-being* yang dimoderasi oleh dukungan sosial pasangan pada wanita *dual career* di Bandung Raya. Penelitian ini menggunakan metode kuantitatif dengan desain korelasional. Sampel penelitian terdiri atas 492 wanita *dual career* di Bandung Raya (dengan rentang usia 20 – 50 tahun) yang dipilih secara acak. Data penelitian dikumpulkan melalui kuesioner *Work-family Conflict Scale (WAFCS)* ($\alpha = 0,98$) (Carlson, 2000), kuesioner *Satisfaction with Life Scale (SWLS)* ($\alpha = 0,97$) (Diener, Emmons, Larsen, & Griffin, 1985), kuesioner *Scale of Positive and Negative Experience* (Diener & Diener) (2009) ($\alpha = 0,97$) dan kuesioner Dukungan Sosial Pasangan ($\alpha = 0,99$) yang disusun oleh peneliti sendiri berdasarkan pada konsep dukungan sosial pasangan yang dipaparkan oleh Patel, Beekhan, Paruk, dan Ramgoon (2008). Data dianalisis menggunakan *Moderated Regression Analysis (MRA)*. Hasil penelitian menunjukkan nilai signifikansi sebesar $\alpha=0,478$ ($p>0,05$). Merujuk pada hasil tersebut maka dapat disimpulkan bahwa dukungan sosial pasangan tidak memoderasi pengaruh *work-family conflict* terhadap *subjective well-being*. Yang berarti bahwa dukungan sosial pasangan tidak memperlemah maupun memperkuat pengaruh *work-family conflict* terhadap *subjective well-being* secara signifikan.

Kata Kunci: *work-family conflict*; *subjective well-being*; dukungan sosial pasangan.

ABSTRACT

Medina Hafizha Iredifa (1705460). Effect of Work-family Conflict on Subjective Well-being in Dual Career Women in Greater Bandung Moderated by Spouse's Social Support. Essay. Department of Psychology, Faculty of Education, Universitas Pendidikan Indonesia. Bandung. (2022).

This study aims to determine the effect of work-family conflict on subjective well-being moderated by the social support of a partner in dual career women in Bandung Raya. This study uses a quantitative method with a correlational design. The research sample consisted of 492 dual career women in Greater Bandung (with an age range of 20-50 years) who were randomly selected. Research data were collected through the Work-family conflict Scale (WAFCS) questionnaire ($\alpha = 0.98$) (Carlson, 2000), the Satisfaction with Life Scale (SWLS) questionnaire ($\alpha = 0.97$) (Diener, Emmons, Larsen, & Griffin (1985), the Scale of Positive and Negative Experience questionnaire (Diener & Diener) (2009) ($\alpha = 0.97$) and the Spouse Social Support questionnaire ($\alpha = 0.99$) which were prepared by the researchers themselves based on the concept of partner's social support. presented by Patel, Beekhan, Paruk, and Ramgoon (2008). Data were analyzed using Moderated Regression Analysis (MRA). The results showed a significance value of $=0.478$ ($p>0.05$). Referring to these results, it can be concluded that the social support of spouses does not moderate the effect of work-family conflict on subjective well-being. Which means that the partner's social support does not significantly weaken or strengthen the effect of work-family conflict on subjective well-being

Keywords: work-family conflict; subjective well-being; partner's social support.

DAFTAR ISI

LEMBAR PENGESAHAN SKRIPSI	3
KATA PENGANTAR	Error! Bookmark not defined.
UCAPAN TERIMA KASIH	Error! Bookmark not defined.
ABSTRAK	6
ABSTRACT	7
DAFTAR ISI	8
DAFTAR TABEL	Error! Bookmark not defined.
DAFTAR GAMBAR	Error! Bookmark not defined.
DAFTAR LAMPIRAN	Error! Bookmark not defined.
BAB 1 PENDAHULUAN	Error! Bookmark not defined.
A. Latar Belakang Penelitian.....	Error! Bookmark not defined.
B. Pertanyaan Penelitian	Error! Bookmark not defined.
C. Tujuan Penelitian	Error! Bookmark not defined.
D. Manfaat Penelitian	Error! Bookmark not defined.
1. Manfaat Teoritis	Error! Bookmark not defined.
2. Manfaat Praktis.....	Error! Bookmark not defined.
BAB II KAJIAN PUSTAKA	Error! Bookmark not defined.
A. <i>Work-Family Conflict</i>	Error! Bookmark not defined.
1. Definisi <i>Work-Family Conflict</i>	Error! Bookmark not defined.
2. Dimensi <i>Work-Family Conflict</i>	Error! Bookmark not defined.
3. Faktor-faktor yang Memengaruhi <i>Work-Family Conflict</i>	Error! Bookmark not defined.
B. <i>Subjective Well-Being</i>	Error! Bookmark not defined.
1. Definisi <i>Subjective Well-Being</i>	Error! Bookmark not defined.

2.	Dimensi <i>Subjective Well-Being</i>	Error! Bookmark not defined.
3.	Faktor-faktor yang Memengaruhi <i>Subjective Well-Being</i>	Error! Bookmark not defined.
	Bookmark not defined.	
C.	Dukungan Sosial Pasangan.....	Error! Bookmark not defined.
1.	Definisi Dukungan Sosial	Error! Bookmark not defined.
2.	Definisi Dukungan Sosial Pasangan	Error! Bookmark not defined.
3.	Dimensi Dukungan Sosial Pasangan	Error! Bookmark not defined.
D.	Kerangka Pemikiran	Error! Bookmark not defined.
E.	Asumsi.....	Error! Bookmark not defined.
F.	Hipotesis Penelitian.....	Error! Bookmark not defined.
	BAB III METODE PENELITIAN	Error! Bookmark not defined.
A.	Desain Penelitian.....	Error! Bookmark not defined.
B.	Populasi dan Sampel Penelitian	Error! Bookmark not defined.
C.	Variabel Penelitian dan Definisi Operasional.....	Error! Bookmark not defined.
	defined.	
1.	<i>Work-Family Conflict</i> (Variabel Independen).....	Error! Bookmark not defined.
	defined.	
2.	<i>Subjective Well-Being</i> (Variabel Dependen).....	Error! Bookmark not defined.
	defined.	
3.	Dukungan Sosial Pasangan (Variabel Moderasi) ..	Error! Bookmark not defined.
	defined.	
D.	Instrumen Penelitian	Error! Bookmark not defined.
1.	Instrumen <i>Work-Family Conflict</i>	Error! Bookmark not defined.
2.	Instrumen <i>Subjective Well-Being</i>	Error! Bookmark not defined.
3.	Instrumen Dukungan Sosial Pasangan....	Error! Bookmark not defined.
E.	Proses Adaptasi dan Pengembangan Instrumen	Error! Bookmark not defined.
	defined.	

F. Teknis Analisis Data	Error! Bookmark not defined.
G. Prosedur Penelitian.....	Error! Bookmark not defined.
1. Tahap Persiapan.....	Error! Bookmark not defined.
2. Tahap Pengumpulan Data	Error! Bookmark not defined.
3. Tahap Akhir.....	Error! Bookmark not defined.
BAB IV HASIL DAN PEMBAHASAN	Error! Bookmark not defined.
A. Gambaran <i>Work-Family Conflict</i>	Error! Bookmark not defined.
1. Gambaran Umum <i>Work-Family Conflict</i>	Error! Bookmark not defined.
2. Gambaran Demografis <i>Work-Family Conflict</i>	Error! Bookmark not defined.
B. Gambaran <i>Subjective Well-Being</i>	Error! Bookmark not defined.
1. Gambaran Umum <i>Subjective Well-Being</i>	Error! Bookmark not defined.
2. Gambaran Demografis <i>Subjective Well-Being</i>	Error! Bookmark not defined.
C. Gambaran Dukungan Sosial Pasangan.....	Error! Bookmark not defined.
1. Gambaran Umum Dukungan Sosial Pasangan.....	Error! Bookmark not defined.
2. Gambaran Demografis Dukungan Sosial Pasangan	Error! Bookmark not defined.
D. Hasil Uji Hipotesis	Error! Bookmark not defined.
1. Pengaruh <i>Work-Family Conflict</i> (X) terhadap <i>Subjective Well-Being</i> (Y)	Error! Bookmark not defined.
2. Pengaruh Dukungan Sosial Pasangan (Z) terhadap <i>Subjective Well-Being</i> (Y)	Error! Bookmark not defined.

3. Pengaruh <i>Work-Family Conflict</i> (X) terhadap <i>Subjective Well-Being</i> (Y) yang Dimoderasi oleh Dukungan Sosial Pasangan (Z)	Error! Bookmark not defined.
E. Pembahasan	Error! Bookmark not defined.
F. Keterbatasan Penelitian	Error! Bookmark not defined.
BAB V SIMPULAN DAN REKOMENDASI.....	Error! Bookmark not defined.
A. Simpulan.....	Error! Bookmark not defined.
B. Rekomendasi.....	Error! Bookmark not defined.
1. Rekomendasi Bagi Peneliti Selanjutnya .	Error! Bookmark not defined.
2. Rekomendasi Bagi Pasangan Wanita <i>Dual career</i>	Error! Bookmark not defined.
DAFTAR PUSTAKA	11
LAMPIRAN	Error! Bookmark not defined.

DAFTAR PUSTAKA

- Aditya, D. L. (2017). Hubungan Tijauan Hidup dan *Subjective well-being* Pada Mahasiswa Dewasa Awal. *Skripsi* (tidak diterbitkan). Yogyakarta: Fakultas Psikologi Universitas Sanata Dharma.
- Ahmad, M. S. & Masood M. T. (2011). Work Family Conflict Among Woman University Teachers: A Case from Pakistan. *European Journal of Social Science*, 23(1), 119-130.
- Amalia, S. (2014). Pengaruh Dukungan Sosial Keluarga Terhadap Kebahagiaan (happiness) Pada Lansia di Kota Malang (Studi Integratif Berdasarkan Perspektif Hedonia dan Eudaimonia). *Tesis* (tidak diterbitkan). Bandung: Fakultas Psikologi Universitas Padjajaran.
- Ariati, J. (2010). Subjective Well Being (Kesejahteraan Subjektif) dan Kepuasan Kerja Pada Staff Pengajar (Dosen) Di Lingkungan Fakultas Psikologi Universitas Diponegoro. *Jurnal Psikologi Undip*, 8, (2).
- Ariyanto, I. (2009). Hubungan Antara Efikasi Diri dan Dukungan Sosial dengan Kecemasan Terhadap Pemutusan Hubungan Kerja (PHK). *Skripsi* (tidak diterbitkan). Surakarta: Fakultas Psikologi Universitas Muhammadiyah Surakarta.
- Aryanti, A. D. (2010). Hubungan Antara Kepuasan Perkawinan dengan *Subjective well-being* (SWB) pada Wanita *Dual career*. *Skripsi* (tidak diterbitkan). Surakarta: Fakultas Psikologi Universitas Muhammadiyah Surakarta.
- Astrani, M. (2012). Pengaruh Konflik Peran Ganda dan Fear of Success Terhadap Kinerja Karyawan Wanita di PT. Tempo Nagadi. *Jurnal kreatif: pemasaran, sumber daya manusia, keuangan*, 6(4), 56-144.
- Barling, J., Kelloway, E. K., & Frone, M. R. (2005). *Handbook of Work Stress*. California: Sage Publication.
- Baron, R. A. & Bryne, D. (2003). *Psikologi Sosial*. Jakarta; Erlangga.

- Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations. *Journal of Personality and Social Psychology*, 51(6).
- Beutell, N. J., & Greenhaus, J. H. (1982). Interrole Conflict Among Married Women: The Influence of Husband and Wife Characteristics on Conflicts and Coping Behavior. *Journal of Vocational Behavior*, 21, 99-110.
- Carlson, D. S., Kacmar, M., & Williams, L. J. (2000). Construction and Initial Validation of a Multidimensional Measure of *Work-family conflict*. *Journal of Vocational Behavior*, 56, 249-276.
- Carlson, D. S. & Perrewe, P. (1999). The Role of Social Support in The Stressor-Strain Relationship: An Examination of Work Family Conflict. *Journal of Management*, 25(4), 513-540.
- Carlson, D. S., Lacmar, M., & Williams, L. J. (2002) Construction and Initial Validation of a Multidimensional Measure of Work Family Conflict. *Journal of Vocational Behavior*, 56, 249-276.
- Cinnamon, R. G., & Rich, Y. (2002). Gender Differences in The Importance of Work and Family Roles: Implication for *Work-family conflict*. *Sex Roles: A Journal Research*, 47(1), 531-541.
- Chen, Z. & Shein. (2011). Sources of *Work-family conflict*: A Sino-US Comparison of The Effect of Work and Family Demands. *Academy Management Journal*, 43(1), 24-150.
- Creswell, J. W. (2012). *Educational Research: Planning, Conducting, and Evaluating Quantitative and Qualitative Research*, 4th Ed. Boston: Pearson Education.
- Diener E. dkk (1999) *Subjective well-being*: Three Decades of Progress. *Psychological Bulletin*, 125(2), 276-302.

- Diener, E. (1984). *Subjective well-being*. *Psychological Bulletin*, 95, 542-575.
- Diener, E. (2002). Will Money Increase *Subjective well-being*? A Literature Review and Guide to Needed Research. *Social Indicators Research*, 57, 119-169.
- Diener, E. (2009). *The Science of Well-Being: The Collected Works of Ed Diener*. New York: Springer.
- Diener, E. & Biswas-Diener, R. (2008). *Happiness: Unlocking the Mysteries of Psychological Wealth*. Singapore: Blackwell Publishing.
- Diener, E., Emmons, R. A., Larsen, R. J., & Griffin, S. (1985). The Satisfaction with Life Scale. *Journal of Personality Assessment*, 49, 71-75.
- Diener, E., & Scollon, C., (2003). *Subjective well-being is Desirable, But Not the Summum Bonum Subjective well-being*. Minneapolis: University of Minnesota.
- Diener, E., Scollon, C. N., & Lucas, R. E. (2004). The Evolving Concept of *Subjective well-being*: The Multifaceted Nature of Happiness. Costa & I. C. Siegler (Eds.), *Advances in Cell Aging and Gerontology*, 15, 187-220.
- Diener, E., Suh, E. M., Lucas, R. E., & Smith, H. L. (1999). Subjective Well-Being: Three Decades of Progress. *Psychological Bulletin*, 125, 276–302.
- Diener, E., Wirtz, D., Tov, W., Kim-Pierto, C., Choi, D., Oishi, S., & Diswas-Diener, R. (2009). New Measures of Well-Being: Flourishing Positive and Negative Feelings. *Social Indicators Research*, 39, 247-266.
- Eid, M., & Larsen, R. J. (2008). *The Science of Subjective well-being*. New York: The Guilford Press.
- Frone, M. R. (2000). Work Family Conflict and Employees Psychiatric Disorders: The National Comorbidity Survey. *Journal of Applied Psychology*, 85(6), 888-895.

- Frone, M. R., Russel, M., & Cooper, M. L. (1992). Antecedents and Outcomes of Work Family Conflict: Testing a Model of The Work Family Interface. *Journal of Applied Psychology*, 77, 65-78.
- Gibson, I. & Donnely. (1996). *Organisasi*. Jakarta: Binarupa Aksara.
- Gottlieb. (2002). *Social Support Strategies Guideness For Mental Health*. New York: Sage Publication.
- Grant-Vallone, E.J., & Donaldson, S.I. (2001). Consequences of Work-Family Confilct on Employee Well-Being Over Time. *Work Stress*, 15(3), 214-226.
- Greenhaus, H. & Beutell, J. (1985). Sources of Conflict Between Work and Family Roles. *Academy of Management Journal*, 10,76-88.
- Hayati, F. R. (2011). Hubungan Antara Dukungan Sosial Pasangan Dengan Kepuasan Pernikahan. *Skripsi* (tidak diterbitkan). Surakarta: Fakultas Psikologi Universitas Muhammadiyah Surakarta.
- Jamilah, M. (2013). Pengaruh Tipe Kepribadian dan Dukungan Sosial Terhadap *Subjective well-being* (SWB) Mahasiswa Perantau UIN Syarif Hidayatullah Jakarta. *Artikel Psikologi*. Jakarta: Fakultas Psikologi Universitas Islam Negeri Syarif Hidayatullah.
- Jose, P. (2013). *Statistical Mediation & Moderation*. New York: Guilford Press.
- Li, B., Yu, F., & Zhou Z. (2014). Positive Psychological Capital: A New Approach to Social Support and *Subjective well-being*. *Social Behavior and Personality*, 42(1), 135-144.
- Lu, L. & Gilmour, R. (2004). Culture, Self and Ways to Achieve SWB: a Crosscultural Analysis. *Journal of Psychology in Chinese Societies*, 5, 51-79.
- Malecki, C., & Demaray, K. M. (2003). *Social Support as a Buffer: Running Hedd*. United States: Northern Illinois University.

- Michael, R., Barling, J., Kelloway, F., Kelvin, & Frone. (2011). *Handbook of Work Stress*. California: Sage Publications Inc.
- Muchlas, M. (2008). *Perilaku Organisasi*. Yogyakarta: Gadjah Mada University Press.
- Novenia, D., & Ratnaningsih, I. Z. (2017). Hubungan Antara Dukungan Sosial Suami dengan Work Family Balance pada Guru Wanita di SMA Negeri Kabupaten Purworejo. *Jurnal Empati*, 6, 79-103.
- Orford, J. (1992). *Community Psychology: Theory & Practice*. Londong: John Wiley and Sons.
- Patel, C. J., Beekhan, a, Paruk, Z., & Ramgoon, S. (2008). *Work-family conflict, Job Satisfaction and Spousal Support: an Exploratory Study of Nurses' Experience*. *Curationis*, 31(1), 38-44.
- Patnani, M. (2012). Kebahagiaan pada Perempuan. *Jurnal Psikogenesis*, 1(1), 56-64.
- Pratiwi, V. K. D., & Nurtjahjanti, H. (2014). Hubungan Antara Work Family Conflict dengan *Subjective well-being* pada Perawat Rumah Sakit Panti Wilasa "Dr. Cipto" Semarang. *Jurnal Empati*, 3(2), 1-9.
- Purnaningrum, S. B. (2008). Peran Dukungan Sosial Pasangan Terhadap Intensi Berhenti Merokok. *Skripsi* (tidak diterbitkan). Yogyakarta: Fakultas Psikologi Universitas Sanata Dharma.
- Rahmadita, I. (2013). Hubungan Antara Konflik Peran Ganda Dan Dukungan Sosial Pasangan Dengan Motivasi Kerja Pada Karyawan Di Rumah Sakit Abdul Rivai-Berau. *eJournal Psikologi*, 1(1), 58-68.
- Rohmad. (2014). Hubungan Antara Dukungan Sosial dengan Kesejahteraan Subjektif pada Mahasiswa. *Skripsi* (tidak diterbitkan). Surakarta: Fakultas Psikologi Universitas Muhammadiyah Surakarta.

- Samputri, S. K., & Sakti, H. (2015). Dukungan Sosial dan Subjective Well Being Pada Tenaga Kerja Wanita PT. Arni Family Ungaran. *Jurnal Empati*, 4(4), 208-2016.
- Sarafino, E. P. (2008). *Health Psychology: Biopsychosocial Interactions Sixth Edition*. United States: John Willey & Sons., Inc.
- Sekaran, U. (2006). *Metodologi Penelitian Untuk Bisnis, Edisi Empat*. Jakarta: Salemba.
- Sulastri, S. (2015). Pengaruh Dukungan Sosial dan Strategi Nafkah Terhadap Kesejahteraan Subjektif Keluarga Usia Pensiun. *Skripsi* (tidak diterbitkan). Bogor: Departemen Ilmu Keluarga dan Konsumen Intitut Pertanian Bogor.
- Taylor, S. E. (2009). *Health Psychology 7th Edition*. New York: McGraw-Hill, International Edition.
- Triaryati. (2011). Hubungan antara konflik peran ganda (*work-family conflict*) dengan kepuasan kerja pada karyawati bagian produksi PT. X. *Jurnal Psikologi Industri dan Organisasi*, 1(2), 12-90.
- Utami, K. P. & Wijaya, Y. D. (2018). Hubungan Dukungan Sosial Pasangan dengan Konflik Pekerjaan Keluarga pada Ibu Bekerja. *Jurnal Psikologi*, 16(1), 1-8.
- Veenhoven, R. (2008). *Sociological Theories of Subjective well-being. Handbook*. New York: The Guilford.
- Yanti, N., & Hermaleni, T. (2019). Kontribusi Dukungan Sosial Pasangan Terhadap Work Family Conflict Pada Karyawati Bank. *Jurnal Riset Psikologi*, 2019(3), 1-12