

## ABSTRAK

Ibu bekerja dengan sistem *shift* adalah ibu yang harus menjalani peran ganda baik di rumah maupun pekerjaan ditengah tuntutan jadwal *shift* kerja. Kondisi ini akan mempengaruhi keseimbangan dan memunculkan konflik terhadap berbagai peran yang dijalani ibu bekerja sehingga berpotensi terhadap rendahnya *subjective well-being* ibu. Penelitian ini bertujuan untuk mengetahui peran *work-family balance* dan kualitas pengasuhan terhadap *subjective well-being* pada ibu bekerja dengan sistem *shift*. Hipotesis penelitian ini adalah terdapat peran *work-family balance* dan kualitas pengasuhan terhadap *subjective well-being* pada ibu bekerja dengan sistem *shift*. Penelitian ini melibatkan 207 ibu bekerja dengan sistem *shift* di RSUD Sumbawa. Pengumpulan data menggunakan skala *Subjective Well-being*, skala *Work-Family Balance* dan skala Kualitas Pengasuhan. Data dianalisis menggunakan analisis regresi berganda menunjukkan bahwa *work-family balance* dan kualitas pengasuhan berperan terhadap *subjective well-being* sebesar 60,1%. Kontribusi efektif *work-family balance* sebesar 41% sementara kontribusi efektif dari kualitas pengasuhan sebesar 19,1%.

Kata Kunci: *Subjective well-being*, *work-family balance*, kualitas pengasuhan, sistem *shift*

## ABSTRACT

Working mother in shift-based system who played multiple roles in home and work amid the pressure of work shift schedule. The condition will effect the work-family balance and will create conflict toward several roles that the mother played, thus the condition will potentially affect the mother subjective well-being. The purpose of this research is to explore the role of work-family balance and parenting quality against subjective well-being of working mother in shift-based system. The research hypothesis is, work-family balance and parenting quality affect the subjective well-being of working mother in shift-based system. The research involved 207 working mother in shift-based system from Sumbawa Regional Public Hospital. Data collection was done using *Subjective Well-Being scale*, *Work-Family Balance scale*, and *Quality of parenting scale*. Data was analyzed using multiple regression analysis, it shows that work-family balance and parenting quality affected the subjective well-being for 60,1%. The effective Contribution of work-family balance is 41%, while parenting quality contributed 19.1%.

**Keywords:** Subjective well-being, work-family balance, parenting quality, shift-based system.