

## Peran *Perceived Organizational Support* sebagai Moderator pada Hubungan Antara *Psychological capital* dengan *Work-life balance* pada Pekerja

*The Role of Perceived Organizational Support as a Moderator on The Relationship Between Psychological capital and Work-life balance on Employees*

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**Abstract.** *Work-life balance* is a critical element of a worker's life, and many factors, both internal and external, can influence it. In this regard, the purpose of this study was to identify the relation between *Psychological capital* (PsyCap) and *Work-life balance* (WLB), as moderated by Perceived Organizational Support (POS). The study involved 283 Indonesian workers in the productive age category who conducted three measurement scales online: *Work-life balance Scale* (WLBS), *Survey of Perceived Organizational Support* (SPOS), and *Psychap Questionnaire* (PQC). The analysis technique uses the quantitative approach, with the Moderated Regression Analysis (MRA) method, to identify the role of perceived organizational support (POS) as a moderator in the association between *psychological capital* and *work-life balance*. The moderating analysis in this study shows that perceived organizational support (POS) only has moderating role in the relation between *psychological capital* and one of the dimensions of *work-life balance*, namely personal life interference with work (PLIW). The results of the moderating analysis indicate that perceived organizational support (POS) cannot moderate the relationship between *psychological capital* and overall *work-life balance* in workers. However, perceived organizational support (POS) can moderate the relationship between *psychological capital* and one of the dimensions of *work-life balance*, namely Personal Life Interference with Work (PLIW). These findings indicate that the effect of *psychological capital* (hope, self-efficacy, resilience, and optimism) can be strengthened by the perception of support from the organization in reducing the possibility of disruption to work-life caused by personal life.

**Keywords:** *perceived organizational support, psychological capital, work-life balance, moderator, employees, structural equation model.*

**Abstrak.** *Work-life balance* merupakan salah satu aspek penting pada kehidupan seorang pekerja dan terdapat banyak faktor baik faktor internal maupun faktor eksternal yang dapat mempengaruhinya. Berkaitan dengan hal tersebut, maka penelitian ini dilakukan untuk mengetahui hubungan *Psychological capital* (PsyCap) dengan *Work-life balance* (WLB) yang dimoderatori oleh *Perceived Organizational Support* (POS). Penelitian dilakukan dengan cara menyebarkan 3 (tiga) skala pengukuran yakni, *Work-life balance Scale* (WLBS), *Survey of Perceived Organizational Support* (SPOS) serta *Psychap Questionnaire* (PQC) secara online dan melibatkan sebanyak 283 orang partisipan yang merupakan pekerja Indonesia yang berada dalam kategori usia produktif. Teknik analisis menggunakan pendekatan kuantitatif, dengan metode *Moderated Regression Analysis* (MRA) yang bertujuan untuk mengidentifikasi peranan *perceived organizational support* (POS) sebagai moderator pada hubungan antara *psychological*



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*capital* dengan *work-life balance*. Hasil analisis moderasi yang dilakukan menunjukkan bahwa *perceived organizational support* (POS) tidak dapat memoderasi hubungan antara *psychological capital* dengan *work-life balance* secara keseluruhan pada pekerja. Meskipun demikian, *perceived organizational support* (POS) dapat memoderasi hubungan antara *psychological capital* dengan salah satu dimensi dari *work-life balance*, yaitu *Personal Life Interference with Work* (PLIW). Temuan tersebut menunjukkan bahwa pengaruh dari *psychological capital* (harapan, efikasi diri, resiliensi dan optimisme) dapat diperkuat oleh persepsi dukungan dari organisasi dalam mengurangi kemungkinan gangguan pada kehidupan kerja yang diakibatkan oleh kehidupan personalnya.

**Kata Kunci:** *perceived organizational support, psychological capital, work-life balance, moderator, pekerja, moderated regression analysis.*