

Peran *Perceived Organizational Support* dan *Psychological Capital* terhadap *Psychological Well-Being* pada Ibu Bekerja

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Abstract. The Covid-19 situation presents its own challenges for working mothers, especially their Psychological Well-Being (PWB). High PWB makes working mothers better in responding to various life situations, such as the current pandemic situation. This study aims to examine the role of Perceived Organizational Support (POS) and Psychological Capital (PsyCap) in increasing PWB simultaneously. A total of 164 working mothers participated in this study. This study uses a quantitative approach with multiple regression analysis as a method of data analysis. The results shown that POS and PsyCap were proven to simultaneously contribute to PWB by 48.1% with PsyCap providing the largest contribution (41.4%) compared to POS (6.5%). Self-efficacy, optimism, and rewarding are main contributors in increasing PWB. The result also shown that working mothers are more psychologically prosperous when they work partially hybrid compared to fully working from home. Another new finding from this study is when they are getting older, the PWB rate of working mothers is higher.

Keywords: *perceived organizational support, psychological capital, psychological well-being, working mother*

Abstrak. Situasi pandemi Covid-19 memberikan tantangan tersendiri bagi ibu bekerja, khususnya *Psychological Well-Being* (PWB) mereka. Tingginya PWB diharapkan membuat ibu bekerja merespons lebih baik dalam berbagai macam situasi. Penelitian ini bertujuan untuk melihat peran dari *Perceived Organizational Support* (POS) dan *Psychological Capital* (PsyCap) dalam meningkatkan PWB secara bersama-sama. Sebanyak 164 ibu bekerja berpartisipasi dalam penelitian ini. Penelitian ini menggunakan metode kuantitatif dengan analisis regresi berganda. Hasil penelitian menunjukkan bahwa POS dan PsyCap terbukti secara simultan memberikan peran terhadap PWB sebesar 48,1% dengan PsyCap memberikan sumbangan terbesar (41,4%) dibandingkan POS (6,5%). Efikasi diri, optimisme, dan penghargaan menjadi kontributor dalam peningkatan PWB. Terdapat perbedaan di mana ibu bekerja lebih sejahtera secara psikologis ketika mereka bekerja *hybrid* dibandingkan bekerja *fully working from home*. Temuan baru lainnya dari penelitian ini adalah semakin bertambahnya usia, tingkat PWB ibu bekerja semakin tinggi.

Kata Kunci: *perceived organizational support, psychological capital, psychological well-being, ibu bekerja*

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