



Peran Family Supportive Supervisor Behavior terhadap Psychological Well-Being: Family-Friendly Policies sebagai Moderator Pada Karyawan Wanita dengan Peran Ganda di BUMN Klaster Infrastruktur

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Abstrak

Penelitian ini bertujuan untuk menguji peran FSSB terhadap *Psychological Well-Being* yang dimoderasi oleh *Family-Friendly Policies* pada karyawan wanita dengan peran ganda. Partisipan penelitian ini berjumlah 128 karyawan wanita dengan peran ganda. Penelitian ini menggunakan pendekatan kuantitatif dan pengumpulan data melalui metode *purposive sampling*. Instrumen pengukuran yang digunakan dalam penelitian ini meliputi skala Ryff's *Scales of Psychological Well-Being* (RPWB), skala *Family Supportive Supervisor Behavior*, dan skala *Family-Friendly Policies*. Hipotesis diuji menggunakan analisis moderasi menggunakan *software* Jamovi versi 2.3.28. Hasil penelitian menunjukkan bahwa *family-friendly policies* secara positif memoderasi peran FSSB terhadap *psychological well-being* ($P < 0,05$). Ketika karyawan merasakan *family-friendly policies* dengan baik, maka peran positif FSSB terhadap *psychological well-being* akan semakin kuat.

Kata kunci: *psychological well-being, family supportive supervisor behavior, family-friendly policies, karyawan wanita dengan peran ganda, BUMN klaster infrastruktur*

Abstract

The study aims to examine the role of FSSB on Psychological Well-Being, moderated by Family-Friendly Policies among female employees with dual roles. The study involved 128 female employees with dual roles as participants. A quantitative approach was utilized, and data were collected using a purposive sampling method. The instruments used in this study were the Ryff's Scales of Psychological Well-Being (RPWB), Family Supportive Supervisor Behavior scale, and Family-Friendly Policies scale. The hypotheses were tested using moderation analysis through Jamovi software version 2.3.28. The results showed that family-friendly policies positively moderated the role of FSSB in improving psychological well-being ($P < 0,05$). When employees perceive family-friendly policies positively, the beneficial effect of FSSB on psychological well-being become stronger.

Keywords : *psychological well-being, family supportive supervisor behavior, family-friendly policies, female employees with dual roles, BUMN infrastructure*