

KESEJAHTERAAN PSIKOLOGIS PADA WANITA KARIER DITINJAU DARI DUKUNGAN SOSIAL KELUARGA DAN KESUKSESAN KARIER

INTISARI

Keterlibatan wanita dalam dunia kerja yang semakin meningkat membuat peran wanita turut semakin luas, khususnya bagi para wanita yang sudah menikah, yaitu menjadi pekerja sekaligus istri dan ibu. Pemberian dukungan sosial keluarga diperlukan dalam upaya mengurangi ketegangan psikologis ibu yang bekerja. Sementara kesuksesan karier dipercaya mampu memberikan kebahagiaan yang mempengaruhi kesejahteraan psikologis. Penelitian ini bertujuan untuk melihat kesejahteraan psikologis wanita karier ditinjau dari dukungan sosial keluarga dan kesuksesan karier. Subjek penelitian adalah bankir wanita dengan rentang usia antara 25-40 tahun dan memiliki anak berusia maksimal 5 tahun. Alat ukur yang digunakan memodifikasi skala kesejahteraan psikologis milik Ryff (1989), *Family Support Inventory for Workers* (FSIW) milik King dkk (1995), dan skala kesuksesan karier dalam penelitian Judge dan Hurst (2008). Menggunakan metode analisis regresi berganda, hasil dari penelitian ini menunjukkan dukungan sosial keluarga dan kesuksesan karier memiliki pengaruh terhadap kesejahteraan psikologis pada ibu yang bekerja.

Kata Kunci : *Kesejahteraan Psikologis, Wanita Karier, Dukungan Sosial Keluarga, Kesuksesan Karier*

CAREER WOMEN'S PSYCHOLOGICAL WELL-BEING REVIEWED THROUGH FAMILY SOCIAL SUPPORT AND CAREER SUCCESS

ABSTRACT

Women's involvement in working areas has increased which makes the roles of women become also broader, especially for those who have married because it means that they are career women, wives and mothers. Family support is needed as an effort to decrease the psychological tension of a working mom. Meanwhile, the career success is believed to be able to give more happiness which can affect the psychological well-being. This study aims at knowing and seeing the psychological well-being viewed from the family support and career success. The subjects of this research are female bankers at age between 25-40 and have a maximally five years old child. The measurement tool used to modify the psychological well-being scale is proposed by Ryff (1989), *Family Support Inventory for Workers* (FSIW) by King, et al. (1995), and the career success scale from the study of Judge dan Hurst (2008). The analysis method is multiple regression analysis. The result shows that family support and career success affect the psychological well-being of working moms or career women.

Keywords : *Psychological Well-Being, Career Women, Family Social Support, Career Success*