

THE ROLE OF PERCEPTION OF TRANSFORMATIONAL LEADERSHIP AND WORK-FAMILY BALANCE TOWARDS PSYCHOLOGICAL WELL-BEING OF WORKING MOTHERS

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ABSTRACT

Data from BPS shows that the number of female residents who work and become the breadwinner of families in Indonesia is increasing. In fact, working mothers in Indonesia have multiple roles that expect them to be responsible for their work and household affairs at once. Work-family balance and work environment such as her perception of the employer's leadership may affect their psychological well-being. This study aimed to examine the role of transformational leadership perception on the psychological well-being of working mothers through work-family balance as a mediator variable. A total of 80 working participated in this study. Data were collected using Transformational Leadership Perception Scale, Work-Family Balance Scale, and Psychological Well-being Scale. Multiple regression analysis referring to Baron and Kenny(1986) was used to analyze data. Results show a direct effect (c') = 0.203 is smaller than the regression coefficient (c) = 0.438, which means that perception of transformational leadership can predict psychological well-being of working mother better through the mediation of work-family balance.

Keywords: *transformational leadership perception, work-family balance, psychological well-being, working mother*

INTISARI

Data BPS menunjukkan jumlah penduduk wanita yang bekerja di Indonesia, khususnya ibu, semakin meningkat. Faktanya, ibu bekerja jadi memiliki peran ganda yang mengharapkan ibu dapat fokus dan bertanggung jawab pada pekerjaan dan urusan rumah sekaligus. Keseimbangan kerja-keluarga dan persepsi ibu terhadap perlakuan atasannya di tempat kerja dapat mempengaruhi kesejahteraan psikologis ibu. Penelitian ini bertujuan untuk mengetahui peran persepsi kepemimpinan transformasional terhadap kesejahteraan psikologis ibu bekerja dengan mediasi keseimbangan kerja-keluarga. Sebanyak 80 ibu bekerja berpartisipasi dalam penelitian ini. Instrumen yang digunakan dalam penelitian ini adalah Skala Persepsi Kepemimpinan Transformasional, Skala Keseimbangan Kerja-Keluarga, dan Skala Kesejahteraan Psikologis. Teknik analisis yang digunakan adalah analisis regresi bertingkat mengacu prosedur pada Baron dan Kenny (1986). Hasil analisis regresi dengan mediator menunjukkan hasil *direct effect* (c')=0,203 lebih kecil dari koefisien regresi (c)=0,438, yang menunjukkan bahwa persepsi kepemimpinan transformasional berperan terhadap kesejahteraan psikologis ibu bekerja melalui mediasi keseimbangan kerja-keluarga.

Kata kunci: *persepsi kepemimpinan transformasional, keseimbangan kerja-keluarga, kesejahteraan psikologis, ibu bekerja*