

**PERAN *FAMILY-FRIENDLY POLICIES* TERHADAP KEPUASAN KERJA  
PERAWAT PEREMPUAN YANG SUDAH MEMILIKI ANAK**

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**INTISARI**

Penelitian ini bertujuan untuk mengetahui peran *family-friendly policies* terhadap kepuasan kerja khususnya pada perawat perempuan yang sudah memiliki anak di Rumah Sakit X. Terdapat dua instrumen yang digunakan dalam penelitian ini yaitu Skala Kepuasan Kerja Bahrun & Riyono (2015) dan Skala *Family-friendly Policies* Laksita (2017). Seluruh data penelitian diperoleh dari 102 subjek perawat perempuan yang sudah memiliki anak di Rumah Sakit X. Data penelitian akan dianalisis menggunakan teknik analisis regresi linear satu prediktor. Hasil analisis data menunjukkan nilai  $F = 0,405$  dengan tingkat signifikansi sebesar  $p = 0,00$  ( $p < 0,05$ ), dan nilai  $R^2 = 0,164$ . Berdasarkan hasil ini, dapat disimpulkan bahwa *family-friendly policies* berkontribusi sebesar 16,4% pada kepuasan kerja perawat perempuan yang sudah memiliki anak yang bekerja di Rumah Sakit X. Analisis tambahan menemukan kontribusi setiap aspek dari *family-friendly policies* terhadap kepuasan kerja.

**Kata kunci :** kepuasan kerja, *family-friendly policies*, perawat perempuan

***THE ROLE OF FAMILY-FRIENDLY POLICIES IN JOB SATISFACTION  
ON FEMALE NURSES WHO HAVE CHILDREN***

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***ABSTRACT***

*This research aimed to examine the role of family-friendly policies in job satisfaction especially on female nurses who already have children in Hospital X. There are two instruments used in this research, Job Satisfaction Scale by Bahrin & Riyono (2015) and Family-friendly Policies Scale by Laksita (2017). All research data obtained from 102 female nurse subjects who had children in Hospital X. The data would be analyzed using one predictor regression techniques to find out the role of independent variable in dependent variable. The result of data analysis showed  $F = 19,614$  with significance level equal to  $p = 0,000$  ( $p < 0,05$ ), and  $R^2 = 0,164$ . Based on this result, it can be concluded that family-friendly policies contribute 16,4% in job satisfaction on female nurses who already have children who work in Hospital X. Additional statistical analyses found the contribution each aspect of family-friendly policies to job satisfaction.*

***Keywords:*** *job satisfaction, family-friendly policies, female nurse*