



## **PERAN *WORK-FAMILY CONFLICT* TERHADAP *SUBJECTIVE WELL-BEING* PADA KARYAWAN GENERASI Y**

Azahra Dizza Raudha Zohar & Taufik Achmad Dwi Putro

Fakultas Psikologi Universitas Gadjah Mada

### **ABSTRAK**

Penelitian ini bertujuan untuk menguji secara empirik peran *work-family conflict* terhadap *subjective well-being* karyawan generasi Y. Hipotesis yang diajukan dalam penelitian ini adalah “*work-family conflict* berperan secara signifikan dalam memprediksi *subjective well-being* karyawan generasi Y”. Alat ukur yang digunakan dalam penelitian ini adalah Skala *Work-family Conflict* milik Carlson, Kacmar & Williams (2000) dan Skala *Subjective Well-Being* yang terdiri dari subskala PANAS milik Watson & Clark (1994) dan subskala *Satisfaction with Life Scale* milik Pavot & Diener (1993) yang sudah ditranslasi oleh penelitian sebelumnya. Analisis data menggunakan metode regresi linier sederhana pada 132 karyawan generasi Y. Hasil penelitian menunjukkan bahwa *work-family conflict* berperan secara signifikan terhadap *subjective well-being* pada karyawan generasi Y.

**Kata kunci:** *work-family conflict*, *subjective well-being*, karyawan generasi Y



***THE ROLE OF WORK-FAMILY CONFLICT TOWARD SUBJECTIVE  
WELL-BEING IN GENERATION Y EMPLOYEES***

Azahra Dizza Raudha Zohar & Taufik Achmad Dwi Putro

Fakultas Psikologi Universitas Gadjah Mada

**ABSTRACT**

*This research aims to examined the role of work-family conflict towards subjective well-being in generation Y employees. The hypothesis of this research is work-family conflict had a role towards subjective well-being in generation Y employees. The instruments of this research are adapted from Work-Family Conflict Scale by Carlson, Kacmar & Williams (2000) and Subjective Well-being Scale that consist of PANAS Scale by Watson & Clark (1994) and Satisfaction with Life Scale by Pavot & Diener (1993). Data collected in 132 generation Y employees and was analysed using simple linear regression method. The results of this research showed that work-family conflict played significant role towards generation Y employees's subjective well-being.*

**Keywords:** *work-family conflict, subjective well-being, generation Y employees*