

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh supervisi suportif-keluarga (SSK) terhadap komitmen afektif (KA) dengan kepuasan keseimbangan kerja-keluarga (KKKK) sebagai variabel mediasi pada karyawan tetap KPP Pratama Jakarta Tebet. Organisasi dapat mengelola peran SSK melalui KKKK untuk meningkatkan KA karyawan terhadap organisasi. Penelitian ini merupakan studi *cross-sectional* yang dilakukan terhadap 94 responden. Pemilihan sampel secara *purposive sampling* dengan kriteria sudah menikah, tinggal Bersama keluarga dan masa kerja minimal satu tahun. Pengambilan data dilakukan dengan penyebaran kuesioner secara daring. Selanjutnya, data primer diolah dan diuji menggunakan model mediasi Baron dan Kenny (1986) melalui empat tahap analisis regresi. Hasil pengujian membuktikan bahwa: (a) supervisi suportif-keluarga berpengaruh positif dan signifikan terhadap komitmen afektif, (b) keseimbangan kerja keluarga memediasi secara positif dan signifikan pengaruh supervisi suportif-keluarga terhadap komitmen afektif.

Kata kunci: supervisi suportif-keluarga, kepuasan keseimbangan kerja-keluarga, komitmen afektif.

ABSTRACT

This study aims to analyze the effects of family-supportive supervision (FSS) on affective commitment (AC) with satisfaction with work-family balance (SWFB) as a mediating variable on full-time employees of Tax Office Primary Jakarta Tebet. Organizations can manage the role of SSK through KKKK to increase employee's KA towards organization. This research is a cross-sectional study conducted on 94 respondents. The sample selection was done by purposive sampling with the criteria of being married, living with family and a minimum working period of one year. Data is collected by distributing questionnaires online. Furthermore, the primary data is processed and tested using mediation models uses the methods of Baron and Kenny (1986) through four stage of regression analysis. The test results prove that: (a) family-supportive supervision has positive significant influence towards affective commitment, (b) satisfaction with work-family balance mediates the positive influence of family-supportive supervision towards affective commitment.

Keywords: family-supportive supervision, satisfaction with work-family balance, affective commitment