

ABSTRACT

Employee's psychological well-being conditions turns into a concern in the world of organizations which mostly due to large demands in carrying out a role as an employee and family members. The organization began taking action to resolve the situation by promoting family-friendly policies. This study aimed to examine the relationship between family friendly policies with psychological well-being conditions mediated by work-life balance of employees. Subject of this study are 72 employees of a stated-owned enterprise company in Jakarta. The result showed that work-life balance proved able to be the mediator variable between family-friendly policies and psychological well-being with indirect effect as much as 0,220 ($p < 0,05$), meanwhile the direct effect as much as 0,240 ($p < 0,05$). This research is expected to contribute the implementation of family friendly policies in order to support the creation of a work-life balance and psychological well-being conditions.

Keywords: *Family-friendly Policies, Work-life Balance, Psychological Well-being*

ABSTRAK

Kondisi *psychological well-being* karyawan menjadi perhatian di dalam dunia organisasi yang kebanyakan disebabkan oleh tuntutan yang besar dalam melaksanakan peran sebagai seorang karyawan dan anggota keluarga. Pihak organisasi mulai melakukan langkah untuk mengatasi situasi tersebut dengan mempromosikan *family friendly policies*. Penelitian ini bertujuan untuk melihat hubungan antara *family friendly policies* dengan kondisi *psychological well-being* karyawan yang di mediasi oleh *work-life balance* karyawan. Subjek penelitian berjumlah 72 karyawan di salah satu kantor pusat perusahaan BUMN di Jakarta. Hasil penelitian menunjukkan *work-life balance* terbukti mampu memediasi *family-friendly policies* dan *psychological well-being* dengan pengaruh tidak langsung sebesar 0,220 ($p < 0,05$) dan pengaruh langsung yang signifikan sebesar 0,240 ($p < 0,05$). Penelitian ini diharapkan mampu memberikan kontribusi terhadap ilmu psikologi industri dan organisasi terutama pada penerapan *family friendly policies* dalam rangka mendukung terciptanya *work-life balance* dan kondisi *well-being* karyawan. Kata kunci: *Family-friendly Policies, Work-life Balance, Psychological Well-being*