

ABSTRAK

PENGARUH *FAMILY SUPPORTIVE SUPERVISION BEHAVIORS* DAN *SELF EFFICACY* TERHADAP *WORK LIFE BALANCE*

PADA PEGAWAI WANITA

**(Studi Pada Dinas Perumahan Kawasan Permukiman Dan Cipta Karya
Provinsi Lampung)**

Oleh

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Dinas Perumahan Kawasan Permukiman dan Cipta Karya Provinsi Lampung merupakan bidang yang melaksanakan penyelenggaraan infrastruktur pemukiman, bangunan gedung, penataan bangunan dan lingkungan pada kawasan strategis, pembangunan jalan desa dan poros desa serta persampahan regional. Dalam membangun suatu organisasi yang sehat dan kuat agar dapat maksimal dalam mendukung pengembangan dan penyelenggaraan infrastruktur dan bangunan, instansi ini perlu adanya sumber daya manusia yang berkualitas tanpa memandang *gender*.

Penelitian ini bertujuan untuk mengetahui pengaruh *family supportive supervision behaviors* dan *self efficacy* terhadap *work life balance* pada pegawai wanita pada Dinas Perumahan Kawasan Permukiman dan Cipta Karya Provinsi Lampung. Metode pengumpulan data pada penelitian ini menggunakan kuesioner dengan skala likert, yang disebar kepada 70 responden. Pengambilan sampel menggunakan metode *probability sampling* dengan teknik *simple random sampling*. Alat analisis yang digunakan adalah analisis regresi linear berganda. Hasil penelitian ini mendukung hipotesis yang diajukan, yaitu *family supportive supervision behaviors* berpengaruh positif signifikan dan *self efficacy* berpengaruh positif signifikan terhadap *work life balance*. Saran dari penelitian ini yaitu, seorang atasan harus mempertahankan dan menjaga hubungan yang baik dengan pegawainya, memberikan dukungan terhadap pegawainya dan meluangkan waktu untuk memahami kebutuhan diluar pekerjaannya. Lalu, seorang atasan harus memberikan rasa percaya kepada pegawainya untuk dapat memecahkan suatu masalah, sehingga pegawai merasa mampu dalam mengatasinya. Atasan sebaiknya menyediakan konseling sebagai bentuk perhatian apabila seorang pegawai merasa sulit menyeimbangkan waktu untuk pekerjaan dan kehidupan pribadinya.

Kata Kunci: *Family Supportive Supervision Behaviors, Self Efficacy dan Work Life Balance*

ABSTRACT

THE EFFECT OF FAMILY SUPPORTIVE SUPERVISION BEHAVIORS AND SELF EFFICACY ON WORK LIFE BALANCE ON WOMEN OFFICERS

**(Study At The Department Of Housing For Settlements And Human
Settlements In Lampung Province)**

By

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Department of housing for settlements and human settlements in Lampung Province is a department sector that carries out the implementation of residential infrastructure, buildings, building and the environment arrangement in strategic areas, construction of village roads and village axis as well as regional waste. In building a healthy and strong organization so that it can maximally support the development and implementation of infrastructure and buildings, this department needs to have a good quality human resources regardless of their gender.

This study aims to determine the effect of family supportive supervision behaviors and self-efficacy on the work life balance of female employees at the department of housing for settlements and human settlements. This study are using questionnaire with a Likert scale as the data collection method, which was distributed to 70 respondents. The Sampling in this study are using probability sampling method with simple random sampling technique. And multiple linear regression analysis are used as the analytical tool. The results of this study support the proposed hypothesis, namely family supportive supervision behaviors have a significant positive effect and self-efficacy has a significant positive effect on work life balance. Suggestions from this study are, a supervisor or a boss must preserve and maintain good relations with his employees, provide support to his employees and take the time to understand the personal needs of their employees. Then, a supervisor or a boss must give a sense of trust toward their employees to be able to solve a problem, so that employees feel capable overcome the problem that happen. Supervisors should provide counseling as a form of concern if an employee finds it difficult to balance time for work and personal life.

***Keywords: Family Supportive Supervision Behaviors, Self-Efficacy and
Work Life Balance***