

ABSTRAK

PENGARUH *WORK-FAMILY CONFLICT* TERHADAP KESEJAHTERAAN SUBJEKTIF DENGAN *PERCEIVED SUPERVISOR SUPPORT* SEBAGAI VARIABEL MODERASI PADA PERAWAT DI RUMAH SAKIT SWASTA LAMPUNG SELATAN

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Perawat merupakan profesi dengan tuntutan pekerjaan yang tinggi serta jam kerja yang tidak teratur, yang seringkali menimbulkan konflik antara tuntutan pekerjaan dan keluarga. Kondisi ini dapat memicu *Work-Family Conflict* (WFC) yang berdampak negatif pada kesejahteraan subjektif perawat. *Perceived supervisor support* (PSS) dinilai sebagai faktor penting dalam mengurangi dampak negatif tersebut. Penelitian ini bertujuan untuk menguji pengaruh *work-family conflict* terhadap kesejahteraan subjektif, serta melihat peran *perceived supervisor support* sebagai variabel moderasi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode kuesioner. Responden berjumlah 132 perawat dari rumah sakit swasta di Kabupaten Lampung Selatan, yang dipilih menggunakan teknik *simple random sampling*. Instrumen penelitian berupa skala *work-family conflict*, kesejahteraan subjektif, dan *perceived supervisor support*. Data dianalisis menggunakan *mean-centered moderated regression models* dengan bantuan *software* SPSS. Hasil penelitian menunjukkan bahwa WFC berpengaruh negatif secara signifikan terhadap kesejahteraan subjektif perawat. Selain itu, *perceived supervisor support* terbukti memoderasi pengaruh *work-family conflict* terhadap kesejahteraan subjektif. Dukungan supervisor yang tinggi mampu memperlemah dampak negatif konflik kerja-keluarga terhadap kesejahteraan subjektif perawat. Kesimpulannya, hipotesis pertama (H1) dan hipotesis kedua (H2) didukung. Temuan ini menekankan pentingnya peran supervisor dalam menciptakan lingkungan kerja yang suportif guna menjaga kesejahteraan subjektif perawat. Implikasi manajerialnya adalah agar manajemen memperhatikan tingkat tekanan kerja dan masalah kesehatan yang dialami perawat.

Kata Kunci: Kesejahteraan Subjektif, Perawat, *Perceived Supervisor Support*, *Work-Family Conflict*

ABSTRACT

THE INFLUENCE OF WORK-FAMILY CONFLICT ON SUBJECTIVE WELL-BEING WITH PERCEIVED SUPERVISOR SUPPORT AS A MODERATING VARIABLE AMONG NURSES IN PRIVATE HOSPITALS IN SOUTH LAMPUNG

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Nursing is a profession with high job demands and irregular working hours, which often leads to conflicts between work and family responsibilities. This condition can trigger Work-Family Conflict (WFC), which negatively affects nurses' subjective well-being. Perceived Supervisor Support (PSS) is considered an important factor in mitigating this negative impact. This study aims to examine the effect of work-family conflict on subjective well-being and to explore the moderating role of perceived supervisor support. A quantitative approach was employed using a questionnaire method. The respondents consisted of 132 nurses from private hospitals in South Lampung Regency, selected through simple random sampling. The research instruments included scales for work-family conflict, subjective well-being, and perceived supervisor support. Data were analyzed using *mean-centered moderated regression models* with the assistance of SPSS software. The results showed that WFC had a significant negative effect on nurses' subjective well-being. In addition, perceived supervisor support was proven to moderate the effect of work-family conflict on subjective well-being. High supervisor support was able to weaken the negative impact of work-family conflict on nurses' subjective well-being. In conclusion, both the first hypothesis (H1) and the second hypothesis (H2) were supported. These findings highlight the importance of supervisors in creating a supportive work environment to maintain nurses' subjective well-being. The managerial implication is that management should pay attention to work pressure and health issues experienced by nurses.

Keywords: Nurses, Perceived Supervisor Support, Subjective Well-Being, Work-Family Conflict