

ABSTRAK

PENGARUH *WORK LIFE BALANCE* TERHADAP *PSYCHOLOGICAL WELL-BEING* PADA PEKERJA PRODUKSI INDUSTRI MANUFAKTUR DI KABUPATEN KARAWANG

Candra Wibowo

Fakultas Psikologi Universitas Buana Perjuangan Karawang

Ps20.candrawibowo@mhs.ubpakarawang.ac.id

Pekerja produksi perusahaan manufaktur seringkali kesulitan dalam menyeimbangkan *work life balance* sehingga dapat berdampak pada *psychological well-being* nya. Tujuan penelitian ini adalah untuk mengetahui pengaruh *work life balance* terhadap *psychological well-being* pada pekerja produksi industri manufaktur di Kabupaten Karawang. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian kausal-komparatif dengan sampel sebanyak 136 pekerja bagian produksi perusahaan manufaktur di Kabupaten Karawang. Metode pengambilan sampel yang digunakan adalah *non-probability sampling* dengan teknik sampel *convenience sampling*. Instrumen penelitian ini menggunakan skala psikologi jenis *likert* yaitu skala *work life balance scale* (WBLS) dan skala *Ryff's Psychological Well-Being* (RPWB). Hasil penelitian ini menggunakan nilai signifikansi sebesar $0,000 < 0,05$, maka H_a diterima dan H_0 ditolak. Hasil Uji determinasi dapat diketahui bahwa nilai *R square* sebesar 0,352 atau 35,2%, maka besaran pengaruh variabel *work life balance* terhadap *psychological well-being* sebesar 35,2%, sedangkan sisanya 64,8% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata Kunci : *Work Life Balance*, *Psychological Well-Being*, Karyawan

ABSTRACT

THE INFLUENCE OF WORK LIFE BALANCE ON PSYCHOLOGICAL WELL-BEING OF INDUSTRIAL MANUFACTURING PRODUCTION WORKERS IN KARAWANG REGENCY

Candra Wibowo

Faculty of Psychology Buana Perjuangan Karawang University

Ps20.candrawibowo@mhs.ubpakarawang.ac.id

Manufacturing company production workers often have difficulty in balancing work life balance which can have an impact on their psychological well-being. The purpose of this study was to determine the effect of work life balance on the psychological well-being of manufacturing industry production workers in Karawang Regency. This study used a quantitative approach with a causal-comparative research design with a sample of 136 production workers in manufacturing companies in Karawang Regency. The sampling method used was non-probability sampling with a convenience sampling technique. This research instrument used a Likert type psychological scale, namely the work life balance scale (WBLS) and the Ryff's Psychological Well-Being (RPWB) scale. The results of this study used a significance value of $0.000 < 0.05$, so H_a was accepted and H_0 was rejected. The results of the determination test showed that the R square value was 0.352 or 35.2%, so the magnitude of the influence of the work life balance variable on psychological well-being was 35.2%, while the remaining 64.8% was influenced by other variables not examined in this study.

This. Keywords : Work Life Balance, Psychological Well-Being, Employees