

ABSTRAK

Hana Safira, 111511133169, Hubungan antara *Perceived Workplace Flexibility* dengan *Work-Family Fit* pada Pasangan Karier Ganda, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2019.

xix + 66 Halaman, 47 Lampiran

Penelitian ini bertujuan untuk menguji hubungan antara perceived workplace flexibility dengan work-family fit pada pasangan karier ganda di Indonesia. Pasangan karier ganda yang dimaksud dalam penelitian ini adalah pasangan suami istri yang keduanya bekerja dalam suatu instansi tertentu (Januarti, 2010). Work-family fit merupakan penilaian kognitif terhadap keberhasilan individu dalam mengintegrasikan tuntutan dan sumber daya dalam pekerjaan dan keluarga (Jones, dkk., 2008). Perceived workplace flexibility adalah penilaian individu mengenai sejauh mana seorang karyawan merasakan dirinya memiliki workplace flexibility dalam penyelesaian tugas pekerjaannya dalam hal waktu (jam kerja) dan tempat kerjanya (Jones, dkk., 2008).

Penelitian ini menggunakan sampel yang terdiri dari 214 individu yang telah menikah dan memiliki pasangan yang juga bekerja. Jumlah subjek tersebut terdiri dari 182 wanita dan 32 pria. Alat ukur yang digunakan dalam penelitian ini adalah skala perceived workplace flexibility dan work-family fit yang telah digunakan dalam penelitian yang dilakukan oleh Jones, Scoville, Hill, Childs, Leishman, dan Nally pada tahun 2008. Teknik analisis data kuantitatif yang digunakan adalah korelasi Spearman's Rho dengan bantuan software SPSS Statstics 25.0 for Windows.

Hasil uji korelasi dalam penelitian ini menunjukkan nilai korelasi sebesar 0,357 dengan p sebesar 0,000 yang berarti terdapat hubungan positif yang signifikan antara perceived workplace flexibility dengan work-family fit.

Kata kunci: *Perceived Workplace Flexibility, Work-Family Fit, Pasangan Karier Ganda*

Daftar Pustaka, 46 (1990-2019)

ABSTRACT

Hana Safira, 111511133169, The Relationship between Perceived Workplace Flexibility and Work-Family Fit among Dual Career Couple, Undergraduate Thesis, Faculty of Psychology Universitas Airlangga Surabaya, 2019.

xix + 66 pages, 47 appendix

This research is conducted to examine the relationship between perceived workplace flexibility and work-family fit among Indonesia's dual career couples. Dual career couples defined in this research as married couple who both work in a (Januarti, 2010). Work-family fit can be defined as workers' cognitive perception of their ability to successfully integrate work and family domains, roles, and demands (Jones, et al., 2008). Perceived workplace flexibility defined as individual appraisals about how much they think they have control on their work hours and work place (Jones, et al., 2008).

The number of samples in this research is 214 married employee who has worked spouse. The number of subjects consisted of 182 women and 32 men. The instrument used in this research is Perceived Workplace Flexibility Scale and Work-Family Fit Scale which was used in research conducted by Jones, Scoville, Hill, Childs, Leishman, and Nally in 2008. Furthermore, the data is analyzed by Spearman's Rho correlation technique by using the IBM SPSS Statistics 25.0 for Windows software.

The result of the data analysis shows that the correlation coefficient between perceived workplace flexibility and work-family fit by 0.357 with sig. 0.000 which means there is a significant positive correlation between perceived workplace flexibility and work-family fit among Indonesia's dual career couples.

Keywords: Perceived Workplace Flexibility, Work-Family Fit, Dual Career Couple

References, 46 (1990-2019)