

ABSTRAK

Pengaruh Dukungan Sosial Suami terhadap *Employee Well-Being* pada Pekerja Perempuan serta Tinjauannya Menurut Islam

Perempuan dengan peran ganda sebagai ibu dan pekerja memiliki risiko stres yang lebih tinggi dibandingkan perempuan dengan satu peran. Stres yang dirasakan dapat memengaruhi kondisi kesejahteraan psikologis pada ibu pekerja yang akan berdampak pada perannya. Kondisi kesejahteraan psikologis ibu pekerja dapat meningkat dengan adanya dukungan sosial suami. Penelitian ini menggunakan teknik *accidental sampling*. Jumlah partisipan sebanyak 144 ibu pekerja di Jabodetabek. Instrumen dalam penelitian ini menggunakan *Employee Well-Being Scale* yang sudah diadaptasi ke Bahasa Indonesia untuk mengukur kesejahteraan psikologis pekerja dan Skala Dukungan Sosial Suami untuk mengukur dukungan sosial suami. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh dukungan sosial suami terhadap *employee well-being* pada ibu pekerja. Kedua skala yang digunakan memiliki reliabilitas dan validitas yang baik. Dukungan sosial suami memiliki *Cronbach's Alpha* yang baik pada kedua dimensinya yaitu 0.867 dan 0.896. EWB *Scale* memiliki *Cronbach's Alpha* 0.94. Dari hasil uji regresi ditemukan bahwa dukungan sosial suami berperan secara signifikan terhadap *employee well-being* pada ibu pekerja hingga 15,1%. Dalam perspektif Islam, dukungan sosial suami berpengaruh terhadap *employee well-being* pada ibu pekerja namun pada dimensi pertama ialah *life well-being* tetap dapat tercapai baik terdapat dukungan sosial suami maupun tidak. Hasil penelitian ini dapat menjadi referensi untuk suami, ibu pekerja, dan perusahaan untuk memperhatikan dukungan sosial suami agar dapat meningkatkan *employee well-being*.

Kata Kunci: Dukungan sosial suami, *employee well-being*, ibu pekerja

ABSTRACT

The Influence of Husband's Social Support on Employee Well-Being for Female Workers and Their Overview According to Islam

Women with multiple roles as mothers and workers have a higher risk of stress than women with single roles. Perceived stress can affect the psychological well-being of working mothers which will have an impact on their role. The psychological well-being of working mothers can be improved with the husband's social support. This research uses accidental sampling technique. The number of participants was 144 working mothers in Jabodetabek. The instrument in this study uses the Employee Well-Being Scale which has been adapted to Indonesian to measure the psychological well-being of workers and the Husband's Social Support Scale to measure the husband's social support. This study aims to determine how much influence the husband's social support has on employee well-being in working mothers. Both scales used have good reliability and validity. Husband's social support has a good Cronbach's Alpha on both dimensions, namely 0.867 and 0.896. The EWB Scale has a Cronbach's Alpha of 0.94. From the results of the regression test, it was found that husband's social support played a significant role in employee well-being of working mothers up to 15.1%. In the Islamic perspective, husband's social support affects employee well-being in working mothers, but in the first dimension, life well-being can still be achieved whether there is social support from the husband or not. The results of this study can be a reference for husbands, working mothers, and companies to pay attention to the husband's social support in order to improve employee well-being.

Keywords: Husband's social support, employee well-being, working mother