

ABSTRAK

HUBUNGAN *WORK FAMILY BALANCE* DENGAN *WORK ENGAGEMENT* PADA KARYAWAN PEREMPUAN YANG SUDAH BERKELUARGA DI KANTOR POS PADANG

Penelitian ini bertujuan untuk melihat sejauh mana hubungan *work family balance* dengan *work engagement* pada karyawan yang sudah berkeluarga di kantor Pos Padang. Populasi dalam penelitian ini adalah seluruh karyawan perempuan yang sudah berkeluarga di kantor Pos Padang yaitu sebanyak 40 orang. Teknik pemilihan sampel menggunakan sampel jenuh. Sampel dalam penelitian ini adalah 40 orang karyawan yang sudah berkeluarga di kantor Pos Padang. Metode analisis data menggunakan uji validitas dan reliabilitas menggunakan teknik *Alpha Cronbach*. Hasil koefisien validitas pada skala *work engagement* bergerak dari $\alpha = 0,360$ sampai dengan $\alpha = 0,652$ dengan koefisien reliabilitas sebesar $\alpha = 0,838$ dan skala *work family balance* bergerak dari $\alpha = 0,602$ sampai dengan $\alpha = 0,894$ dengan koefisien reliabilitas sebesar $\alpha = 0,933$ berdasarkan analisis data, hubungan antara *work family balance* dengan *work engagement* pada karyawan yang sudah berkeluarga di Kantor Pos Padang diperoleh nilai korelasi sebesar $r = -0,212$ dengan taraf signifikansi sebesar $p = 0,003$ yang menunjukkan adanya korelasi yang sedang berarah negatif tidak searah atau hipotesis ditolak. Hal ini menunjukkan bahwa ada hubungan yang signifikan antara *work engagement* dengan *work family balance* berarah negatif atau tidak searah pada karyawan perempuan yang sudah berkeluarga di Kantor Pos Padang.

Kata Kunci: *work engagement, work family balance.*

ABSTRACT

THE RELATIONSHIP BETWEEN WORK FAMILY BALANCE WITH WORK ENGAGEMENT IN FAMILY EMPLOYEES AT PADANG POS OFFICE

This study aims to see how far the relationship between work family balance and work engagement among employees with families at the Padang Post office. The population in this study were all female employees who were already married at the Padang Post office, namely 40 people. The sample selection technique uses a saturated sample. The sample in this study were 40 employees who were married at the Padang Post office. Methods of data analysis using validity and reliability tests using Alpha Cronbach technique. The results of the validity coefficient on the work engagement scale moved from $r_{ix} = 0.360$ to $r_{ix} = 0.652$ with a reliability coefficient of $r_{ix} = 0.838$ and the work family balance scale moved from $r_{ix} = 0.602$ to $r_{ix} = 0.894$ with a reliability coefficient of $r_{ix} = 0.933$ based on data analysis, The relationship between work family balance and work engagement among employees who are married at the Padang Post Office obtained a correlation value of $= -0.212$ with a significant level of $= 0.003$ which indicates that there is a correlation that is not unidirectional negative or the hypothesis is rejected. This shows that there is a significant relationship between work engagement and work family balance which is negative or not in the same direction for female employees who are already married at the Padang Post Office.

Keywords: *work engagement, work family balance.*