

ABSTRAK

HUBUNGAN ANTARA *WORK LIFE BALANCE* DENGAN *SUBJECTIVE WELL BEING* PADA PEGAWAI DINAS PEMBERDAYAAN PEREMPUAN, PENGENDALIAN PENDUDUK, DAN KELUARGA BERENCANA KOTA BUKITTINGGI

Penelitian bertujuan untuk mengetahui hubungan antara *work-life balance* dengan *subjective well-being* pada pegawai Dinas Pemberdayaan Perempuan, Pengendalian Penduduk, dan Keluarga Berencana Kota Bukittinggi. Variabel bebas dalam penelitian ini adalah *work-life balance* dan variabel terikatnya adalah *subjective well-being*. Alat ukur yang digunakan dalam penelitian ini adalah skala *work-life balance* dan skala *subjective well-being*. Penelitian ini menggunakan sampling dengan metode *non probability* sampling yang salah satu tekniknya adalah teknik sampling jenuh oleh karena itu pegawai yang digunakan sebagai sampel penelitian adalah sebanyak 31 orang pegawai Dinas Pemberdayaan Perempuan, Pengendalian Penduduk, dan Keluarga Berencana Kota Bukittinggi atau seluruh anggota populasi. Uji validitas dan reliabilitas dalam penelitian ini menggunakan teknik Cronbach Alpha. Hasil koefisien validitas pada skala *work-life balance* dengan nilai *corrected item-total correlation* berkisar antara 0,406 sampai dengan 0,785 sedangkan *koefisien reliabilitasnya* sebesar 0,942. Pada skala *subjective well-being* didapati nilai *corrected item-total correlation* yang berkisar antara 0,307 sampai dengan 0,785 sedangkan koefisien reliabilitasnya sebesar 0,904. Berdasarkan analisis data, nilai korelasi 0,832 dengan tingkat signifikansi 0,000, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan positif yang signifikan antara *work-life balance* dengan *subjective well-being*. Kontribusi efektif dari *work-life balance* kepada *subjective well-being* adalah sebesar 69%.

Kata Kunci : *Work-Life Balance, Subjective Well-Being, Pegawai*

ABSTRACT

TREATIONSHIP BETWEEN WORK LIFE BALANCE AND SUBJECTIVE WELL BEING IN WOMEN'S EMPOWERMENT, POPULATION CONTROL, EMPLOYEESAND FAMILY PLANNING BUKITTINGGI CITY

His research aims to determine the relationship between work-life balance and subjective well-being in employees of the Office of Women's Empowerment, Population Control and Family Planning in Bukittinggi City. The independent variable in this study is work-life balance and the dependent variable is subjective well-being. The measurement tools used in this study are the work-life balance scale and the subjective well-being scale. This study used sampling with non-probability sampling method, one of which is saturated sampling technique. Therefore, the employees used as the research sample were 31 employees of the Office of Women's Empowerment, Population Control and Family Planning for the City of Bukittinggi or all members of the population. Test the validity and reliability in this study using the Cronbach Alpha technique. The results of the validity coefficient on the work-life balance scale with the corrected item-total correlation ranged from 0.406 to 0.785 while the reliability coefficient was 0.942. On the subjective well-being scale, the corrected item-total correlation was found to range from 0.307 to 0.785, while the reliability coefficient was 0.904. Based on data analysis, the correlation value is 0.832 with a significance level of 0.000, which means the hypothesis is accepted. This shows that there is a significant positive relationship between work-life balance and subjective well-being. The effective contribution of work-life balance to subjective well-being is 69%.

Keywords: *Work Life Balance, Subjective Well Being, Employee*