

## ABSTRAK

### HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) DENGAN *WORK-FAMILY CONFLICT* PADA KARYAWATI DI PT. ANGKASA PURA II (PERSERO) BANDARA INTERNASIONAL MINANGKABAU

Penelitian ini bertujuan mengetahui hubungan antara *Perceived Organizational Support* dengan *Work-family Conflict* pada karyawan di PT. Angkasa Pura II (persero) Bandara Internasional Minangkabau. Variabel Penelitian yaitu *Perceived Organizational Support* (X) dan *Work-family Conflict* (Y) . Alat ukur yang digunakan dalam penelitian ini adalah skala *Perceived Organizational Support* dan *Work-family Conflict*. Tekni pengambilan sampel adalah *purposive sampling*. Sampel dalam penelitian ini adalah Karyawan yang sudah berumah tangga di PT. Angkasa Pura II (persero) Bandara Internasional Minangkabau yang berjumlah 42 orang. Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah menggunakan korelasi (person) *product moment pearson* yang dilakukan dengan bantuan *IBM SPSS* versi 21.0, yang menunjukkan bahwa nilai korelasi  $r = -0,563$  dengan nilai (p) sig = 0,000, karena nilai (p) sig  $0,000 < 0,01$  yang berarti terdapat hubungan signifikan antara *Perceived Organizational Support* dengan *Work-family Conflict* dengan arah Negatif, artinya makin *Perceived Organizational Support* maka semakin rendah *Work-family Conflict*, sebaliknya semakin rendah *Perceived Organizational Support* maka akan semakin tinggi *Work-family Conflict* pada Karyawan di PT. Angkasa Pura II (persero) Bandara Internasional Minangkabau. Berarti hipotesis penelitian dapat diterima. Kontribusi efektif variabel *Perceived Organizational Support* terhadap *Work-family Conflict* 32%.

**Kata Kunci :** *Perceived Organizational Support, Work-Family Conflict, Karyawan PT. Angkasa Pura II (persero) Bandara Internasional Minangkabau.*

## **ABSTRACT**

### ***RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND WORK-FAMILY CONFLICT ON EMPLOYEES PT ANGKASA PURA II (PERSERO) MINANGKABAU INTERNATIONAL AIRPORT***

*This study aims to determine the relationship between Perceived Organizational Support and Work-family Conflict among female employees at PT. Angkasa Pura II (Persero) Minangkabau International Airport. The research variables are Perceived Organizational Support (X) and Work-family Conflict (Y). The measurement tools used in this study are the Perceived Organizational Support and Work-family Conflict scales. The sampling technique is purposive sampling. The sample in this study is female employees who are already married at PT. Angkasa Pura II (Persero) Minangkabau International Airport, totaling 42 people. The data analysis method used for testing the hypothesis in this study is using the Pearson (person) product moment correlation which was carried out with the help of IBM SPSS version 21.0, which shows that the correlation value is  $r = -0.563$  with a value of  $(p) sig = 0.000$ , because the value of  $(p) sig 0.000 < 0.01$  which means that there is a significant relationship between Perceived Organizational Support and Work-family Conflict in a negative direction, meaning that the more Perceived Organizational Support the lower the Work-family Conflict, conversely the lower the Perceived Organizational Support the higher the Work -Family Conflict on Employees at PT. Angkasa Pura II (Persero) Minangkabau International Airport. It means that the research hypothesis can be accepted. The effective contribution of the variable Perceived Organizational Support to Work-family Conflict is 32%.*

***Keywords : Perceived Organizational Support, Work-Family Conflict, Employees of PT. Angkasa Pura II (Persero) Minangkabau International Airport.***