

Psychological Well-Being dan Work-Life Balance pada Pegawai Negeri Sipil Perempuan di BKKBN Sumatera Selatan

Psychological Well- Being and Work-Life Balance in Female Civil Servants at BKKBN of South Sumatera Selatan

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Abstrak

Penelitian ini dilakukan untuk mengetahui adanya hubungan antara psychological well-being dengan work-life balance pada ASN wanita di Perwakilan BKKBN Provinsi Sumatera Selatan. sampel dalam riset ini sebanyak 267 ASN Wanita di Perwakilan BKKBN Provinsi Sumatera Selatan. Teknik Sampel yang digunakan pada penelitian ini adalah Teknik Simple Random sampling. Alat ukur yang digunakan yaitu skala psychological well-being dan skala work-life balance. Teknik analisis yang digunakan yaitu simple regression dengan menggunakan SPSS Version 20.0. Hasil Analisis menunjukkan koefisien korelasi (r) = 0,997 dengan skor yang didapatkan yaitu (R -Square) = 0,994 dan $p = 0,000$ ($p < 0,05$ dan $p < 0,01$) yang berarti hipotesis yang diajukan diterima. hasil ini menunjukkan bahwa ada hubungan yang sangat signifikan antara psychological well-being dengan work-life balance pada ASN Wanita di perwakilan BKKBN Provinsi Sumatera Selatan.

Kata Kunci: Psychological Well-Being; Work-Life Balance; BKKBN Sumsel.

Abstract

This study was conducted to determine the relationship between psychological well-being and work-life balance in female ASNs at the BKKBN Representative of South Sumatra Province. the sample in this research was 267 female ASNs at the BKKBN Representative of South Sumatra Province. The sample technique used in this study was the Simple Random sampling technique. The measuring instruments used are the psychological well-being scale and the work-life balance scale. The analysis technique used is simple regression using SPSS Version 20.0. The results of the analysis show the correlation coefficient (r) = 0,997 with the score obtained, namely (R -Square) = 0,994 and $p = 0.000$ ($p < 0.05$ and $p < 0.01$) which means that the proposed hypothesis is accepted. these results indicate that there is a very significant relationship between psychological well-being and work-life balance in female ASNs at the BKKBN representative of South Sumatra Province.

Keywords: Psychological Well-Being; Work-Life Balance; BKKBN Sumsel.

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PENDAHULUAN

Human resources are one of the assets that play an important role in every organization that is established to achieve organizational goals. organizations need to manage and develop human resources properly. Human resources are a very important factor in mobilizing and managing other resources properly and correctly. when viewed from the nature of human resources is unique from other assets. That is because these human resources have feelings, thoughts, and behavior, so that if managed properly they can contribute to the progress of the organization.

National Population and Family Planning Agency (BKKBN) South Sumatera Selatan government organization engaged in population control and national family planning located and located on Demang lebar daun street, Lorok Pakjo, Palembang City, South Sumatra Province. There are 56 female civil servants in the office of National Population and Family Planning Agency (BKKBN) of South Sumatera selatan and 746 female civil servants who work in the field and are spread across cities and regencies in South Sumatera selatan.

National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan is that researchers found employees focusing on achieving a 14% reduction in stunting rates nationally as stated in the national action plan for accelerating stunting reduction in Indonesia (RAN PASTI). RAN PASTI is the implementation of assistance to families at risk of stunting, assistance to all prospective brides/candidates for

couples, childbearing age (PUS) and surveillance of families at risk of stunting.

National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan performance targets and targets that must be achieved, the contents of the performance agreement are decreasing the total birth rate with the achievement the target 2.18 average children per woman, increasing the prevalence of modern contraceptives with a target achievement of 62.90%, decreasing unmet family planning needs with a target achievement 9.93%, decreasing adolescent birth rates with a target achievement of 30 births per 1000 WUS 15-19 years, increasing the family development index target achievement of 58.20%, increasing the median age of first marriage for women target achievement 21.47 years, increasing the implementation family development programs, population, and family planning programs at all regional levels with a target achievement 91932 families, implementation of training, research and development activities in the province with a target achievement of 80%, improving the quality management support management family programs, population, and family planning in the province with a target achievement of 12 months, realizing accountability for the implementation of other supervision in the province with a target achievement of 85 (scale 1-100). (Perkin BKKBN Sumsel, 2024).

All employees have committed to the performance agreement and also in preventing and reducing the prevalence of stunting in South Sumatera selatan, the National Population and Family Planning Agency (BKKBN) of South Sumatera

Selatan targets to achieve the target of the performance agreement and achieve the national target in reducing the stunting rate by 14% within a period of 12 months.

Female ASN employees at the National Population and Family Planning Agency (BKKBN) of South Sumatra Province who have work achievement targets and have a high workload and performance achievement targets that must be met and also the lack of employees, this condition makes there are female employees who concurrently hold positions in other work teams, making this situation and conditions not ideal and without the division of priority scales accompanied by good time management can result in imbalance between dividing time and energy at work with personal life. So that female ASN employees bring their work and continue it at home besides that employees must also always be ready when receiving telephone calls or whatsapp to always coordinate with work partners when they are outside of official hours or work on holidays, employees also leave for official visits to areas in South Sumatra selatan at night after returning from the office this is done in order to be effective in carrying out work programs and checking the extent of the progress of work programs that have been running in the morning, which ultimately makes it difficult for employees to spend time with family and with themselves this can cause conflict.

Work life balance as the satisfaction felt by each individual towards their involvement in the dimensions of work and balance with life outside work. (McDonald & Bradley, 2005).

Based on the results of the initial questionnaire of researchers on March 21, 2024 directly with 35 respondents who are ASN employees BKKBN representative of South Sumatera Selatan. This initial questionnaire was taken based on the characteristics Work-Life Balance (McDonald & Bradley, 2005), namely: (1) Time balance the results obtained were 78.4% of ASN employees returned to work on time, 81.4% of ASN employees who did not miss events with their families. (2) Balance of involvement the results obtained by 80.3% When at home workers do not receive phone calls too often and open Whatsapp about work. there are 75.7% of ASN employees who feel they have enough time with their families. (3) Balance of satisfaction the results obtained were 78.6% of ASN employees already felt sufficiently appreciated by their coworkers. Furthermore, 80.4% of ASN employees who feel appreciation for the contributions that have been given.

The factors that influence work-life balance include, psychological well-being, satisfaction, work-life balance policies, self-esteem. (Rantanen, 2014: 28). Work-life balance affects employees' psychological well-being, when employees can fulfill work-life balance, they will be able to achieve satisfaction and happiness in life such as good psychological well-being resulting in closer family relationships. Parkes & Langford (2008). explains that work-life balance affects individual psychological well-being and an overall sense of harmony in life as an indicator of the balance of roles at work and in the family. (Kim, 2014). work-life imbalance or imbalance between work and personal life is one of 13 psychosocial

factors associated with low levels of employee well-being. as a result, clashes between work and family affect work-life balance and psychological well-being. (Dirfa & Prasetya, 2019).

Psychological well-being variable psychological that measures the condition of a person's well-being during his life. He also defines psychological well-being as a state when a person can function optimally and can accept the positive and negative aspects of himself, has positive relationships with others, can control his own behavior, is able to control the environment, has a life goal, and wants to continue to develop his potential. (Ryff, 1989).

Psychological Well-Being in National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan employees are very enthusiastic in doing their work, because ASN employees can complete their tasks properly, carefully and in accordance with predetermined deadlines, employees can work independently and have mature planning in carrying out their work programs, in implementing work programs employees help each other colleagues in realizing work programs, to create safe, comfortable and harmonious working conditions, employees always maintain their behavior both towards fellow colleagues and with superiors and maintain their behavior when providing services to the community, employees respect and embrace each other both young and old employees, this will have an impact on the psychological condition of happy employees, a happy condition makes employees want to always develop their potential and increase their productivity at work so that

they can succeed the organization where employees work.

Based on the results of the initial questionnaire of researchers on March 21, 2024 directly with a total of 35 respondents who are ASN employees at the National Population and Family Planning Agency (BKKBN) of South Sumatra province. this questionnaire is taken based on the characteristics of psychological well-being according to Ryff & singer (Sari, 2024) the characteristics of someone who has psychological well-being are (1) having a positive relationship with others (Positive relation with others), Based on the results 83.1% of ASN employees have a good and harmonious relationship with coworkers in the office, while 81.7% of ASN employees really enjoy talking with coworkers in the office.(2) having independence (autonomy) based on the results of 81.8% ASN employees know what they do and can manage what they do themselves, and as many as 81.4% of ASN employees have the independence to complete their tasks. (3) developing potential within oneself (personal growth), 82.7% of employees always have great enthusiasm for training organized by the office, while 81.4% of employees want to always develop their potential to the maximum.

Research conducted by Dirfa (2019) on the relationship between Work-Life Balance and Psychological Well-Being in women who work as lecturers at one of the universities in salatiga. the results showed a significant positive correlation of $r = 0.702$ with a significance value of 0.000 ($p < 0.05$). the results showed a significant positive correlation, namely $r = 0.702$ with a significance value of 0.000 ($p < 0.05$),

which means that the higher the Work-Life Balance, the higher the Psychological Well Being. conversely, the lower the Work-Life Balance, the lower the Psychological Well Being.

Based on the explanation above, the author is interested in conducting research on psychological well-being with Work-Life Balance in Female ASN at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan.

METODE PENELITIAN

The research method used is quantitative method According to (Balaka 2022) quantitative research is research that has fulfilled scientific principles, namely concrete/ empirical, objective, measurable, rational, and systematic. Research data in the form of numbers and statistical analysis. Data collection was carried out by distributing questionnaires that were distributed directly or by using google form. The sample taken from this study amounted to 267 Respondents from the population taken in the study based on staffing data of National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan in 2024 amounting to 746 female ASN. calculated using the slovin formula. The technique of determining respondents using random sampling techniques because where all populations both randomly together can be selected as sample members. the instrument in this study uses the normality test, linearity test, hypothesis testing using simple regression.

HASIL DAN PEMBAHASAN

The subjects in this study were female ASNs at the National Population and Family Planning Agency (BKKBN) of South

Sumatera Selatan, totaling 267 people. Based on the results of the data obtained with the distribution of the Scale in this study, namely ASN Women at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan with an age range of 25-30 years totaling 60 people with a percentage of 22.4%, 31-40 years of age totaling 128 people with a percentage of 47.9%, 41-50 years of age totaling 58 people with a percentage of 19%, and 51-59 years of age totaling 28 people with a percentage of 10%. and divided into 18 offices in provinces, cities and districts.

Tabel 1. Normality Test

Variables	KZ-Z	P	Keterangan
Psychological Well-Being	1.105	.174	Normal
Work- Life Balance	1.188	.119	Normal

Based on the table above, the results of the two data through measuring instruments made by researchers are normally distributed because they meet the rules of $p > 0.05$, it can be seen in the Psychological Well- Being variable $p = 0.174$ ($P > 0.05$), KS-Z = 1.105 and the Work-Life Balance variable gets a value of $p = 0.119$ ($P > 0.05$) with KS-Z = 1.188.

Tabel 2. Linearity Test

Variables	F	Sig.	Ket
Psychological Well- Being	41099.156	.000	Linear
Work- Life Balance			

Based on the table above, it can be seen that the value in the SPSS output results in the anova table and the coefficient shows the relationship between Psychological Well- Being (X) and Work-Life Balance (Y) which shows a value of $p = 0.000$ ($p < 0.05$) and a value of $F = 41099.156$. The p value is a value that indicates how linear the relationship between the independent variable and the dependent variable is. In the table above

the p value = 0.000 < 0.05 which means it shows a linear equation line between Psychological Well- Being and Work- Life Balance.

Tabel 3. Hypothesis Test

Variables	r	R ²	P	Ket
Psychological Well-Being Work-Life Balance	.997	.994	0.000	Very Significant

Based on the table above, the results are obtained based on the correlation value between the Psychological Well- Being and Work- Life Balance variables, namely with a value of $r = 0.997$ with an r square value = 0.994 and $p = 0.000$ where the p value is <0.01. This shows that there is a relationship between Psychological Well-Being and Work- Life Balance of female civil servants at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan. The amount of contribution given by the Psychological Well- Being and Work- Life Balance variables is 0.994 or around 99.4%. So there is still 0.6% influence from other factors related to Work-Life Balance but not studied by researchers.

Based on the results of statistical calculations that have been carried out using the simple regression correlation hypothesis test, the results of these calculations indicate an acceptance of the hypothesis that has been proposed. Based on the results of existing data analysis, it shows that there is a very significant relationship between Psychological Well-Being and Work-Life Balance in female employees at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan, which these results can be seen through the correlation coefficient value of $r = 0.997$ with a significance value (p) = 0.000 or in other words $p \leq 0.01$. This shows that there is a very significant

relationship between Psychological Well-Being and Work-Life Balance in Female ASNs at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan.

The results of the correlation coefficient between the Psychological Well-being variable and Work-Life Balance obtained the value of R square = 0.994 or 99.4%. Based on the results of the contribution, it shows that Psychological Well- Being has an influence on Work- Life Balance on Female ASN at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan. As for other factors that also affect Work- Life Balance on Female ASN at National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan. but are not further examined by researchers is 0.6%.

Assumption test is carried out before hypothesis testing which consists of research from two tests, namely normality test and linearity test, with the aim of knowing that the regression equation obtained has estimation accuracy, is unbiased and consistent.

Based on the results of the normality test conducted using the Kolmogorov-Smirnov test on each variable, it shows that the data on the two variables used in the study are normally distributed. The normality test obtained from the Psychological Well-Being variable obtained a significance value of 0.174 with a value of ($p > 0.05$) which means that the Psychological Well- Being variable is normally distributed. In addition, the normality test is also carried out on the Work-Life Balance variable which has a significance value of 0.119 with a value of

($p > 0.05$) which means that the Work-Life Balance variable is also normally distributed. From the normality test results, it can be obtained that both variables are normally distributed because they have a significance value ($p > 0.05$).

Based on the linearity test conducted on the Psychological Well-Being variable with Work-Life Balance, the linearity significance result is 0.000 ($p > 0.05$). This means that it shows that the correlation between the Psychological Well-Being and Work-Life Balance variables is linear, which means that the Psychological Well-Being and Work-Life Balance variables can be said to be linear because any changes that occur between one variable, the other variable will follow until it has a parallel magnitude between the two variables.

This research is almost similar to research conducted by Dirfa (2019) on the relationship between Work-Life Balance and Psychological Well-Being in women who work as lecturers at one of the universities in salatiga. the number of participants in this study were 40 female lecturers. with data collection using purposive sampling technique. this research is a correlation quantitative study. The measuring instrument used in this study is the work-life balance scale by Fisher (2009) adapted by Nazirah Adhania (2007) and the psychological well-being scale by Ryff (1995) adapted by enger (2015). data analysis using spearman's rho with SPSS 18.0 for windows program. The results showed a significant positive correlation, namely $r = 0.702$ with a significance value of 0.000 ($p < 0.05$), which means that the higher the Work-Life Balance, the higher the Psychological Well-Being. conversely, the lower the Work-Life

Balance, the lower the Psychological Well-Being.

Based on the description and results of the data analysis, the researcher can conclude that the previous hypothesis proposed by the researcher, namely that there positive is a relationship between Psychological Well-Being and Work-Life Balance in female ASN employees at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan in this study can be accepted. The hypothesis of this study based on the results of data analysis that has been carried out is that there is a positive relationship between Psychological Well-Being and Work-Life Balance of Female ASN employees at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan.

SIMPULAN

Based on the results of the research that has been done, the researcher can draw the conclusion that there is a relationship between Psychological Well-Being and Work-Life Balance of Female ASN employees at the National Population and Family Planning Agency (BKKBN) of South Sumatera Selatan.

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