

Title : Pengaruh *Role Conflict*, *Social Support* dan *Work Life Balance* Terhadap *Psychological Well Being* dan Pengembangan Karir Wanita di Yayasan Perguruan Kristen Harapan

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ABSTRAK

Pada dewasa ini kesempatan untuk bekerja menjadi lebih terbuka bagi wanita. Banyak wanita yang bekerja tidak hanya untuk menunjang ekonomi keluarga namun untuk dapat memenuhi kebutuhan aktualisasi diri. Keikutsertaan wanita dalam dunia kerja, berpotensi menimbulkan konflik peran atau *role conflict*. Dalam hal ini wanita perlu mendapat dukungan dari lingkungan sosialnya dan menjaga keseimbangan kehidupan kerja untuk menciptakan kesejahteraan psikologis yang pada akhirnya mendorong mereka dapat focus pada pengembangan karirnya tanpa mengabaikan peran lain. Penelitian ini bertujuan untuk memberikan bukti empiris mengenai pengaruh *role conflict*, *social support*, dan *work life balance* terhadap *psychological well being* dan pengembangan karir wanita di Yayasan Perguruan Kristen Harapan.

Populasi dari penelitian ini adalah seluruh pegawai wanita di Yayasan Perguruan Kristen Harapan. Teknik pengambilan sampel yang digunakan adalah Teknik purposive sampling dan diperoleh sampel sebanyak 35 orang. Teknik analisis data dalam penelitian ini menggunakan *Partial Least Square (PLS)- SEM*.

Hasil analisis memberikan bukti bahwa *role conflict* berpengaruh terhadap *psychological well being* dan pengembangan karier wanita, sedangkan *social support* tidak berpengaruh terhadap *psychological well being* dan pengembangan karier wanita, dan *work life balance* berpengaruh terhadap *psychological well being* dan pengembangan karier wanita di Yayasan Perguruan Kristen Harapan. *Psychological well being* berpengaruh terhadap pengembangan karier wanita dan memediasi pengaruh *role conflict* dan *work life balance* terhadap pengembangan karier wanita di Yayasan Perguruan Kristen Harapan. Sedangkan *psychological well being* tidak berperan dalam memediasi pengaruh *social support* terhadap pengembangan karier pada pegawai wanita di Yayasan Perguruan Kristen Harapan.

Penelitian ini memiliki implikasi praktis untuk merancang program dan kebijakan yang dapat mendukung pengembangan karir wanita di Yayasan Perguruan Kristen Harapan.

Kata Kunci: Pengembangan karir wanita, *role conflict*, *social support*, *work life balance*, *psychological well being*

Title : **The Influence of Role Conflict, Social Support, And Work-Life Balance On The Psychological Well-Being And Career Development Of Women At The Perguruan Kristen Harapan Foundation**

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ABSTRACT

At present, the opportunity to work is becoming more open to women. Many women work not only to support the family economy but also to meet their self-actualization needs. Women's participation in the world of work has the potential to cause role conflict. In this case, women need to get support from their social environment and maintain a work-life balance to create psychological well-being, which ultimately encourages them to focus on developing their careers without neglecting other roles. This study aims to provide empirical evidence regarding the influence of role conflict, social support, and work-life balance on the psychological well-being and career development of women at the Perguruan Kristen Harapan Foundation.

This study included all female employees at the Perguruan Kristen Harapan Foundation. The sampling technique used was purposive sampling, and a sample of 35 people was obtained. The data analysis technique in this study used partial least squares (PLS) - SEM.

The results of the analysis provide evidence that role conflict affects psychological well-being and women's career development, while social support has no effect on psychological well-being and women's career development, and work-life balance affects psychological well-being and women's career development at Perguruan Kristen Harapan Foundation. Psychological well-being affects women's career development and mediates the effect of role conflict and work-life balance on women's career development at Perguruan Kristen Harapan Foundation. Meanwhile, psychological well-being does not play a role in mediating the effect of social support on female employees' career development at the Perguruan Kristen Harapan Foundation.

This research has practical implications for designing programs and policies that can support women's career development at the Perguruan Kristen Harapan Foundation.

Keywords: *women's career development, role conflict, social support, work-life balance, psychological well-being.*