

***PSYCHOLOGICAL WELL-BEING* DITINJAU DARI *WORK-LIFE*
BALANCE PADA KARYAWAN DI PT. ASIA PARAMITA INDAH MEDAN**

**Sri Hartini¹, Winida Marpaung², Adeline Videlia Kosasih³, Verincia
Ghoward⁴, Audrey Elysia Cong⁵**

Fakultas Psikologi Universitas Prima Indonesia

(Sri Hartini¹) Email: srihartini_psikologi@unprimdn.ac.id

(Winida Marpaung²) Email: Winida.marpaung@gmail.com

(Adeline Videlia Kosasih³) Email: adelvide@gmail.com

(Verincia Ghoward⁴) Email: verincia.gho@gmail.com

(Audrey Elysia Cong⁵) Email: audreyelysiaaaa12@gmail.com

INTISARI

Penelitian ini bertujuan untuk mengeksplorasi hubungan antara *psychological well-being* dan *work life balance* pada karyawan di PT. Asia Paramita Indah Medan. Desain penelitian menggunakan *purposive sampling* dengan partisipasi 95 karyawan berusia 20-60 tahun di PT. Asia Paramita Indah sebagai sampel. Pengumpulan data dilakukan melalui skala *psychological well-being* yang terdiri dari 48 butir aitem dan skala *work- life balance* dengan 40 butir aitem. Analisis data dengan bantuan SPSS 20 yang melibatkan uji asumsi, seperti uji normalitas dan uji linieritas untuk melakukan validitas analisis, *Product Moment (Pearson Correlation)* digunakan untuk menganalisis hubungan antara *psychological well-being* dan *work-life balance*. Hasil penelitian menunjukkan bahwa terdapat hubungan negatif antara *psychological well-being* dan *work life balance* pada karyawan di PT. Asia Paramita Indah Medan dengan nilai korelasi -0,446. Sumbangan efektif sebesar 19,9% dengan arti bahwa masih terdapat pengaruh lain berasal dari faktor-faktor yang tidak termasuk dalam penelitian. Penelitian ini memberikan perspektif untuk penelitian lanjutan guna mencari faktor-faktor yang mempengaruhi *psychological well-being* karyawan di perusahaan.

Kata Kunci: *Psychological Well-Being, Work Life Balance.*

***PSYCHOLOGICAL WELL-BEING IN RELATION TO WORK LIFE
BALANCE AMONG EMPLOYEES AT PT. ASIA PARAMITA INDAH MEDAN***

**Sri Hartini¹, Winida Marpaung², Adeline Videlia Kosasih³, Verincia
Ghoward⁴, Audrey Elysia Cong⁵**

Faculty of Psychology, Universitas Prima Indonesia

(Sri Hartini¹) Email: srihartini_psikologi@unprimdn.ac.id

(Winida Marpaung²) Email: Winida.marpaung@gmail.com

(Adeline Videlia Kosasih³) Email: adelvide@gmail.com

(Verincia Ghoward⁴) Email: verincia.gho@gmail.com

(Audrey Elysia Cong⁵) Email: audreyelysiaaaaax12@gmail.com

ABSTRACT

This study aims to explore the relationship between psychological well-being and work-life balance among employees at PT. Asia Paramita Indah Medan. A purposive sampling technique was used to select 95 employees aged 20-60 years as participants. Data was collected using a psychological well-being scale consisting of 48 items and a work-life balance scale with 40 items. Data analysis was performed using SPSS 23. Prior to analysis assumption tests for normality and linearity were conducted to ensure the validity of the results. Pearson correlation analysis was used to examine the relationship between psychological well-being and work life balance. The results showed a negative correlation with value -0.446, indicating a negative relationship between psychological well-being and work life balance among employees at PT. Asia Paramita Indah Medan. The effective contribution was 19.9%, suggesting that other factors not examined in this study may influence the remaining percentage. This research provides a perspective for further studies to investigate other factors affecting the psychological well-being of employees at the company.

Keyword : Psychological Well-Being, Work Life Balance.