

ABSTRAK

Selvia Amelia. 210541100051. Psikologi. Motivasi Kerja Wanita Karier.

Dalam mencari nafkah pada era modern ini wanita pekerja lebih banyak dibanding laki-laki, karena sebagian besar wanita sudah bisa mengembangkan keterampilan serta kemampuannya. Penelitian ini bertujuan untuk memahami motivasi kerja wanita karier di Kota Surabaya yang menjalani peran ganda dalam kehidupan domestik dan profesional. Penelitian menggunakan metode kualitatif dengan pendekatan fenomenologi deskriptif. Partisipan dipilih secara purposif sebanyak tiga orang wanita dewasa madya yang memiliki pekerjaan tetap, berdomisili di Surabaya, serta berada pada masa dewasa madya yang berusia 40-60 tahun. Pengumpulan data dilakukan melalui wawancara, catatan lapangan, dan dokumentasi, serta dianalisis dengan metode *Descriptive Phenomenological Analysis* (DPA). Hasil penelitian menunjukkan bahwa motivasi kerja wanita karier dibentuk oleh faktor intrinsik seperti aktualisasi diri, kepuasan kerja, dan keinginan memberi kontribusi bagi keluarga, serta faktor ekstrinsik seperti dukungan pasangan, fleksibilitas kerja, dan pengakuan lingkungan kerja. Meski menghadapi tekanan peran, partisipan tetap menunjukkan semangat kerja tinggi karena adanya dorongan pribadi dan tanggung jawab keluarga.

Kata kunci: motivasi kerja, wanita karier, fenomenologi, peran ganda.

ABSTRACT

Selvia Amelia. 210541100051. Psychology. Work Motivation of Career Women.

In earning a living in this modern era, women workers are more than men, because most women have been able to develop their skills and abilities. This study aims to understand the work motivation of career women in Surabaya City who undergo dual roles in domestic and professional life. The research used a qualitative method with a descriptive phenomenological approach. Participants were purposively selected as many as three middle-aged women who have permanent jobs, live in Surabaya, and are in middle adulthood aged 40-60 years. Data were collected through interviews, field notes, and documentation, and analyzed using Descriptive Phenomenological Analysis (DPA) method. The results showed that career women's work motivation is shaped by intrinsic factors such as self-actualization, job satisfaction, and the desire to contribute to the family, as well as extrinsic factors such as spousal support, work flexibility, and work environment recognition. Despite facing role pressures, participants still showed high work enthusiasm due to personal drive and family responsibilities.

Keywords: *work motivation, career women, phenomenology, dual role.*