

ABSTRAK

Penelitian ini mengeksplorasi pengaruh langsung dan tidak langsung konflik peran, keputusan etis dan stress kerja sebagai variabel *intervening* terhadap prestasi kerja karyawan wanita rumah sakit XYZ di era pandemi covid- 19. Selanjutnya, penelitian ini menjelaskan hubungan antara variabel langsung dan tidak langsung menggunakan sampel 144 karyawan wanita yang dipilih secara acak di rumah sakit XYZ swasta di Tangerang. SMART-PLS digunakan untuk analisis data dan untuk menjelaskan hubungan antar variabel. Hasil penelitian menunjukkan bahwa Konflik peran berpengaruh positif terhadap prestasi kerja karyawan wanita di era pandemi covid-19, Konflik peran berpengaruh positif terhadap stress kerja karyawan wanita di era pandemi covid-19, Stress kerja berpengaruh positif terhadap prestasi kerja karyawan wanita di era pandemi covid-19, Keputusan etis berpengaruh positif terhadap prestasi kerja karyawan wanita di era pandemi covid-19, Keputusan etis berpengaruh positif terhadap prestasi kerja karyawan wanita di era pandemi covid-19, Konflik peran melalui stress kerja tidak memiliki pengaruh positif terhadap prestasi kerja karyawan wanita di era pandemi covid-19, Keputusan etis melalui stress kerja tidak memiliki pengaruh positif terhadap prestasi kerja karyawan wanita di era pandemi covid-19. Stress kerja merupakan *intervening* dalam pengaruh konflik peran, keputusan etis terhadap prestasi kerja karyawan wanita di era pandemi covid-19.

Kata kunci : Konflik Peran, Keputusan Etis, Stress Kerja dan Prestasi Kerja



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ABSTRACT

This study explores the direct and indirect effects of role conflict, ethical decisions and job stress as intervening variables on the work performance of female employees of XYZ hospital in the era of the covid-19 pandemic. Furthermore, this study explains the relationship between direct and indirect variables using a sample of 144 female employees who were randomly selected at XYZ private hospital in Tangerang. SMART-PLS was used for data analysis and to explain the relationship between variables. The results showed that role conflict had a positive effect on the work performance of female employees in the era of the covid-19 pandemic, role conflict had a positive effect on work stress of female employees in the era of the covid-19 pandemic, Work stress has a positive effect on the work performance of female employees in the era of the covid-19 pandemic, Ethical decisions have a positive effect on the work performance of female employees in the era of the covid-19 pandemic, Ethical decisions have a positive effect on the work performance of female employees in the era of the covid-19 pandemic, Role conflicts through work stress does not have a positive influence on the work performance of female employees in the era of the covid-19 pandemic, ethical decisions through work stress do not have a positive influence on the work performance of female employees in the era of the covid-19 pandemic. Work stress is an intervening in the influence of role conflict, ethical decisions on the work performance of female employees in the era of the covid-19 pandemic.

Keywords: Role Conflict, Ethical Decisions, Job Stress and Job Performance