

HUBUNGAN ANTARA KONFLIK PEKERJAAN KELUARGA DENGAN STRES KERJA PADA KARYAWAN WANITA DI PT. XYZ

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis hubungan antara *work family conflict* dengan stres kerja pada karyawan wanita di PT. XYZ. *work family conflict* didefinisikan sebagai konflik yang terjadi ketika seseorang dalam memenuhi perannya di tempat kerja mengalami kesulitan dalam memenuhi perannya di dalam keluarga dan sebaliknya. Penelitian ini dilakukan dengan menggunakan studi korelasional (n=100) menggunakan skala milik Baltes dan Heydes-Gahir (2003) yaitu *Time-Based Conflict*, *Strain-Based Conflict*, dan *Behavior-Based Conflict* versi 13 aitem yang mengukur *work family conflict* dan skala milik Baltes dan Heydes-Gahir (2003) juga yaitu aspek fisiologis, aspek psikologi, dan aspek perilaku yang mengukur stres kerja. Analisis data dilakukan dengan menggunakan korelasi *product moment Pearson* untuk menguji hipotesis. Hasil penelitian menemukan bahwa terdapat hubungan yang signifikan antara *Work Family Conflict* dan stres kerja pada pegawai wanita yang bekerja di PT. XYZ. Dengan tingkat hubungannya sebesar 96,2% antara *work family conflict* dengan stres kerja.

Kata kunci: *Work Family Conflict*, Stres Kerja, Karyawan Wanita



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RELATIONSHIP BETWEEN WORK FAMILY CONFLICT WITH WORK STRESS IN FEMALE EMPLOYEES AT PT.XYZ

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ABSTRACK

This study aims to analyze the relationship between work family conflict with work stress in female employees at PT. XYZ. work family conflict is defined as a conflict that occurs when a person in fulfilling his role at work has difficulty in fulfilling his role in the family and vice versa. This study was conducted using a correlational study (n=100) using Baltes and Heydes-Gahir (2003) scale, namely Time-Based Conflict, Strain-Based Conflict, and Behavior-Based Conflict version 13 of aitem which measures work family conflict and Baltes and Heydes-Gahir (2003) scale, physiological aspects, psychological aspects, and behavioral aspects that measure work stress. Data analysis was conducted using Pearson product moment correlation to test the hypothesis. The results found that there was a significant relationship between Work Family Conflict and work stress in female employees working at PT. XYZ. There was a 96.2% correlation between work family conflict and work stress.

Keywords: Family Conflicts, Work Stress, Female Employees



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