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Hubungan antara Konflik Peran Ganda (Work Family Conflict) dengan Kepuasan Kerja pada Karyawan bagian Produksi PT.X

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Abstract

This study aims to determine whether there is a relationship between the dual role conflict (workfamily conflict) with employee job satisfaction in the production PT.X. Data collection tool using a questionnaire, a dual role conflict (work family conflict) scale consists of 16 items and the jobsatisfaction scale consisting of 22 items, which have been tested prior to the 33 employee PT.X. Reliability of the scale of the dual role conflict (r) is 0.855, while the reliability of the scale of job satisfaction (r) is 0.922. Subject population of this study is an employee of the production PT.X who are married, have children, and do not have a household assistant. The population in this study as many as 67 people, while the sample in this study amounted to 54 people. Data analysis was performed with the statistical technique of Pearson product moment correlation, with the help of statistical program SPSS 16.0 for Windows. From the analysis of research data obtained by the correlation between the dual role conflict with job satisfaction of -0.274 with a significance level of 0.045 (p < 0.05). This suggests that there is a significant correlation between the dual roles conflict with employee job satisfaction in the production PT.X. A marked negative correlation coefficient indicates a negative correlation between variables. That is, the higher the conflict of dual roles, the lower job satisfaction. Vice versa, the lower the conflict of roles, the higher the job satisfaction.

Keyword : dual, role, conflict, job, satisfaction,

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