

PENGARUH *WORK-FAMILY CONFLICT* TERHADAP KEPUASAN KERJA PADA KARYAWAN WANITA PT BUSANA REMAJA AGRACIPTA YOGYAKARTA

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ABSTRAK

Fenomena working mother menunjukkan bahwa wanita memiliki kesempatan yang serupa dengan pria untuk berperan aktif dalam suatu pekerjaan. Namun, fenomena tersebut memunculkan dilema dari perempuan yang bekerja yang harus membagi fokus dirinya antara pekerjaan dengan keluarga (work-family conflict). Kondisi tersebut dinilai bisa memunculkan tekanan pada pekerja perempuan yang dapat menyebabkan menurunkan kepuasan kerja. Maka dari itu tujuan dari penelitian ini adalah untuk mengetahui pengaruh work-family conflict terhadap kepuasan kerja pada karyawan wanita PT Busana Remaja Agracipta Yogyakarta. Penelitian ini mengambil subjek 200 karyawan wanita PT Busana Remaja Agracipta Yogyakarta berusia 25-55 tahun. Metode yang digunakan adalah metode kuantitatif dengan teknik pengambilan sampel menggunakan teknik sampling kuota. Teknik pengumpulan data menggunakan skala work-family conflict yang disusun berdasarkan teori Greenhaus dan Beutel (1985), dan skala kepuasan kerja yang disusun berdasarkan teori Luthans (2006). Pengolahan data menggunakan analisis regresi sederhana dengan bantuan aplikasi SPSS versi 24.0 for Windows. Hasil penelitian menunjukkan bahwa tingkat work-family conflict karyawan wanita PT Busana Remaja Agracipta Yogyakarta adalah sedang dengan presentase 68%, tingkat kepuasan kerja karyawan wanita PT Busana Remaja Agracipta Yogyakarta juga berada pada kategori sedang dengan presentase 64%. Hasil uji hipotesis menunjukkan nilai Sig.(2-tailed) = 0,002 < 0,05, artinya diterima Ha. Sementara itu nilai koefisien kedua variabel adalah -0.256, artinya semakin tinggi work-family conflict yang dialami karyawan wanita maka akan semakin menurunkan kepuasan kerja. Nilai R Square work-family conflict adalah sebesar 0,049, yang berarti besar kontribusi work-family conflict terhadap kepuasan kerja karyawan wanita PT Busana Remaja Agracipta Yogyakarta adalah sebesar 4.9%.

Kata kunci: *karyawann wanita, Kepuasan Kerja, Work-family Conflict*

**THE IMPACT OF WORK-FAMILY CONFLICT ON JOB SATISFACTION
AMONG FEMALE EMPLOYEES
AT PT. BUSANA REMAJA AGRACIPTA YOGYAKARTA**

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ABSTRACT

The working mother phenomenon indicates that women have equal opportunities as men to actively participate in employment. However, this phenomenon also brings about a dilemma for working women who have to balance their focus between work and family, resulting in work-family conflict. This condition is believed to create pressure on female employees, which can lead to a decrease in job satisfaction. Therefore, the aim of this research is to examine the influence of work-family conflict on job satisfaction among female employees at PT. Busana Remaja Agracipta Yogyakarta. The study included subject 200 female employees aged 25-55 years at PT. Busana Remaja Agracipta Yogyakarta. A quantitative method was used, and quota sampling was employed as the sampling technique. Data was collected using a work-family conflict scale based on the theory by Greenhaus and Beutel (1985), as well as a job satisfaction scale based on the theory by Luthans (2006). Data analysis was performed using simple regression analysis with the assistance of SPSS version 24.0 for Windows. The research findings revealed that the level of work-family conflict among female employees at PT. Busana Remaja Agracipta Yogyakarta was moderate, with a percentage of 68%. Similarly, the level of job satisfaction among female employees at the same organization was also categorized as moderate, with a percentage of 64%. The hypothesis testing results showed a significance value (2-tailed) of $0.002 < 0.05$, indicating that H_a is accepted. Furthermore, the coefficient value for both variables was -0.256 , indicating that as the level of work-family conflict experienced by female employees increases, job satisfaction decreases. The R Square value of work-family conflict is 0.049 , which means the contribution of work-family conflict to the job satisfaction of female employees at PT Busana Remaja Agracipta Yogyakarta is 4.9%.

Keywords: Job Satisfaction, Female Employees, Work-Family Conflict