ABSTRAK

Miranda Puspita. Efektivitas Modul Pelatihan Time Management Untuk Menurunkan Time-Based Work-Family Conflict Pada Wanita Yang Bekerja di Hotel "X" Bandung.

Penelitian ini dilatarbelakangi semakin banyaknya wanita menikah memilih tetap bekerja. Mereka mengalami konflik ketika waktu untuk menjalankan suatu peran terganggu oleh adanya tuntutan waktu dari peran yang lain, disebut time-based work-family conflict. Untuk menurunkan conflict, diperlukan intervensi. Model intervensi yang sesuai adalah pelatihan time management, yaitu dengan memberikan keterampilan mengatur waktu untuk menjalankan peran di pekerjaan dan keluarga sesuai skala prioritas. Penelitian ini bertujuan mengetahui apakah modul pelatihan time management efektif digunakan dalam menurunkan time-based work-family conflict pada wanita yang bekerja di hotel "X" Bandung.

Teori yang digunakan pada penelitian ini adalah Teori Time-Based Work-Family Conflict dari Greenhause, Jeffrey H. and Nicholas J. Beautell (1985).

Rancangan penelitian yang digunakan adalah quasi experimental dengan teknik one group design pre dan post test. Rancangan modul pelatihan dimodifikasi dari modul rancangan Lisdiana (2012). Pelatihan ini terdiri dari 2 sesi, sesi time-based work-family conflict dan sesi kedua yaitu prioritas. Alat ukur yang digunakan berbentuk kuesioner yang dikembangkan oleh Carlson, Kacmar dan Williams (2000) berdasarkan teori dasar dari Greenhause& Beautell (1985). Teknik analisis hasil uji coba pelatihan menggunakan teknik uji beda Wilcoxon untuk mengetahui penurunan time-based work-family conflict sebelum dan sesudah pelatihan.

Dari hasil uji coba Wilcoxon, diperoleh T hitung < T Tabel, sehingga Ho ditolak dan H1 diterima, yang berarti terdapat penurunan time-based work-family conflict sebelum dan sesudah mengikuti pelatihan, pada taraf kepercayaan 95%. Kesimpulan dari penelitian ini adalah terjadi penurunan time-based work-family conflict pada wanita yang bekerja sesudah mengikuti pelatihan time management.

ABSTRACT

Miranda Puspita. Thesis. Effectiveness Of Time Management TrainingModuls To Reduce The Time-Based Work-Family Conflict On Women Who Work In The Hotel "X" Bandung.

The research is motivated by the increasing number of married women choose to work . They experience stress / conflict when the time to perform a role of being distracted by the demands of other roles. Symptoms experienced by women who work are related with time-based work-family conflict. To reduce conflicts, needed intervention. Appropriate interventions model is the time management training, by providing the skills set the time to carry out the role in accordance with the work and family priorities. This study aims to determine whether the time management training effective used in reduction the time-based work-family conflict on women who work in the hotel "X" Bandung.

The theory used in this study is the theory of Time-Based Work-Family Conflict of Greenhause, Jeffrey H. and Nicholas J. Beautell (1985).

The design of the study is a quasi experimental design technique one group pre and post test. The design of training modules that have been modified from the design module Lisdiana (2012). This training consist of 2 sessions, divided into sessions time-based work-family conflict and the second session is a priority. Measuring tool used to measure time-based work-family conflict shaped the questionnaire developed by Carlson, Kacmar and Williams (2000) based on the fundamental theory of Greenhause & Beautell (1985). Mechanical analysis of the test results of training using a technique different test Wilcoxon to see a decrease time-based work-family conflict before and after training.

Of the Wilcoxon test results, obtained by calculating T <T Table, so Ho is rejected and H1received, which means there is a decrease time-based work-family conflictbefore and after the training, the level of 95%. The conclusion of this study was a decrease in time-based work-family conflict on women who work after the time management training.

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