

ABSTRAK

Penelitian ini menggunakan teori Work Family Conflict dan Subjective Well Being untuk mengetahui hubungan Work Family Conflict dan Subjective Well Being pada Prajurit Wanita TNI-AU di Kota Bandung.

Terdapat 55 personil yang berpartisipasi dalam penelitian ini, responden dalam penelitian ini diambil berdasarkan teknik purposive sampling yang memiliki karakteristik sebagai Prajurit Wanita TNI-AU di Kota Bandung yang sudah menikah dan memiliki anak. Penelitian ini menggunakan Teknik pengambilan data berupa kuesioner yang terdiri kuesioner Work Family Conflict yang telah disusun Carlson, Kacmar, dan Williams (2000) terdiri dari 18 item dan kuesioner Subjective Well Being yang terdiri dari alat ukur afek kognitif yang telah disusun oleh Diener, Emmons, Larsen dan Griffin (1985) sebanyak 5 item dan alat ukur afek afektif yang telah disusun oleh Diener, Wirtz, Tov, dkk. (2009) sebanyak 12 item. Penelitian ini menggunakan metode korelasi untuk melihat hubungan antara Work Family Conflict dan Subjective Well Being

Berdasarkan hasil pengolahan data diperoleh nilai Sig. (2-tailed) sebesar 0,018 yang berarti H_0 ditolak sehingga dapat disimpulkan bahwa terdapat hubungan positif antara Work Family Conflict dan Subjective Well Being pada Prajurit Wanita TNI-AU di Kota Bandung. Saran untuk penelitian selanjutnya, diharapkan untuk meneliti dimensi Work Family Conflict dan faktor-faktor yang memengaruhi pada Subjective Well Being agar lebih spesifik. Kepada DISPSIAU dapat menggunakan penelitian ini sebagai salah satu upaya dalam mempertahankan kesejahteraan Prajurit Wanita TNI-AU di Kota Bandung.

Kata kunci: Work Family Conflict, Subjective Well Being

ABSTRACT

This study uses the theory of Work Family Conflict and Subjective Well Being to determine the correlation between Work Family Conflict and Subjective Well Being on Indonesian Air Force Women's Service Corps in Bandung

There were 55 personnel who participated in this study, respondents in this study were taken based on purposive sampling technique which has the characteristics as an Indonesian Air Force Women's Service Corps in Bandung who are married and have children. This study uses a data collection technique in the form of a questionnaire consisting of Work Family Conflict questionnaire which has been compiled by Carlson, Kacmar, and Williams (2000) consisting of 18 items and Subjective Well Being questionnaire consisting of cognitive affect measurement tools that have been prepared by Diener, Emmons, Larsen and Griffin (1985) consisting of 5 items and affective measuring devices that have been compiled by Diener, Wirtz, Tov, et al. (2009) consisting of 12 items. This study uses the correlation method to see the relation between Work Family Conflict and Subjective Well Being.

Based on the results of data processing, the Sig. (2-tailed) of 0.018 which means that H_0 is rejected so that it can be concluded that there is a positive relation between Work Family Conflict and Subjective Well Being on Indonesian Air Force Women's Service Corps in Bandung. Suggestions for further research are expected to examine the dimensions of Work Family Conflict and the factors that influence Subjective Well Being to be more specific. The DISPSIAU can use this research as an effort to maintain the welfare of Indonesian Air Force Women's Service Corps in Bandung.

Keywords: Work Family Conflict, Subjective Well Being

DAFTAR ISI

HALAMAN SAMBUL	i
LEMBAR PENGESAHAN	ii
ABSTRAK	iii
ABSTRACT	iv
PRAKATA	v
DAFTAR ISI	viii
DAFTAR TABEL	xii
DAFTAR BAGAN	xiii
DAFTAR LAMPIRAN	xiv
BAB I PENDAHULUAN	
1.1 Latar Belakang Masalah	1
1.2 Identifikasi Masalah	14
1.3 Maksud dan Tujuan Penelitian	14
1.3.1 Maksud Penelitian	14
1.3.2 Tujuan Penelitian	14
1.4 Kegunaan Penelitian	14
1.5 Kerangka Pemikiran	15
1.6 Hipotesis Penelitian	25

BAB II TINJAUAN PUSTAKA

2.1 <i>Work Family Conflict</i>	26
2.1.1 Konflik Peran.....	26
2.1.2 <i>Interrole Conflict</i>	26
2.1.3 Pengertian <i>Work Family Conflict</i>	26
2.1.4 Bentuk <i>Work Family Conflict</i>	28
2.1.5 Dimensi <i>Work Family Conflict</i>	30
2.1.6 Faktor-faktor yang Memengaruhi <i>Work Family Conflict</i>	32
2.2 <i>Subjective Well Being</i>	33
2.2.1 Pengertian <i>Subjective Well Being</i>	33
2.2.2 Aspek <i>Subjective Well Being</i>	34
2.2.2.1 Aspek Kognitif.....	35
2.2.2.2 Aspek Afektif.....	36
2.2.3 Faktor yang Memengaruhi <i>Subjective Well Being</i>	38
2.3 Tentara Nasional Indonesia (TNI).....	40
2.3.1 Definisi Tentara Nasional Indonesia (TNI)	40
2.4 Teori Perkembangan.....	42

BAB III METODOLOGI PENELITIAN

3.1 Rancangan Penelitian	44
3.2 Bagan Rancangan Penelitian	44
3.3 Variabel Penelitian dan Definisi Penelitian.....	45
3.3.1 Variabel Penelitian.....	45

3.3.2 Definisi Konseptual	45
3.3.3 Definisi Operasional	45
3.3.3.1 Definisi Operasional <i>Work Family Conflict</i> (WFC)	45
3.3.3.2 Definisi Operasional <i>Subjective Well Being</i> (SWB)	47
3.4 Alat Ukur	47
3.4.1 Alat Ukur <i>Work Family Conflict</i>	47
3.4.1.1 Prosedur Pengisian Item <i>Work Family Conflict</i>	47
3.4.1.2 No. Aitem Alat Ukur <i>Work Family Conflict</i>	48
3.4.1.3 Sistem Penilaian	50
3.4.2 Alat Ukur <i>Subjective Well Being</i>	50
3.4.2.1 Prosedur Pengisian Item <i>Subjective Well Being</i>	51
3.4.2.2 No. Aitem Alat Ukur <i>Subjective Well Being</i>	52
3.4.2.3 Sistem Penilaian	54
3.4.3 Data Diri dan Data Penunjang	57
3.4.4 Validitas dan Reliabilitas	58
3.4.4.1 Validitas Alat Ukur	58
3.4.4.2 Reliabilitas Alat Ukur	59
3.5 Populasi Sasaran dan Teknik <i>Sampling</i>	60
3.5.1 Populasi Sasaran	60
3.5.2 Karakteristik Sampel	61
3.5.1 Teknik Penarikan Sampel	61
3.6 Teknik Analisis Data	61
3.7 Hipotesis Statistik	62

BAB IV HASIL PENELITIAN DAN PEMBAHASAN

4.1 Gambaran Sampel Penelitian.....	63
4.1.1 Gambaran Sampel Penelitian Berdasarkan Usia.....	63
4.1.2 Gambaran Sampel Penelitian Berdasarkan Pendidikan Terakhir.....	64
4.1.3 Gambaran Sampel Penelitian Berdasarkan Pangkat	64
4.1.4 Gambaran Sampel Penelitian Berdasarkan Penghasilan	65
4.1.5 Gambaran Sampel Penelitian Berdasarkan Lama Berkeluarga	65
4.1.6 Gambaran Sampel Penelitian Berdasarkan Jumlah Anak	66
4.1.7 Gambaran Sampel Penelitian Berdasarkan Usia Anak Paling Muda....	67
4.2 Hasil Penelitian.....	68
4.2.1 Data Utama Sampel Penelitian.....	68
4.2.2 Hasil Korelasi Antara <i>Work Family Conflict</i> Arah <i>Work Interference</i> with <i>Family</i> (WIF) dan <i>Subjective Well Being</i>	69
4.2.3 Hasil Korelasi Antara <i>Work Family Conflict</i> Arah <i>Family Interference</i> with <i>Work</i> (FIW) dan <i>Subjective Well Being</i>	70
4.3 Pembahasan	70

BAB V SIMPULAN DAN SARAN

5.1 Simpulan.....	74
5.2 Saran	74

DAFTAR PUSTAKA	75
----------------------	----

DAFTAR RUJUKAN	77
----------------------	----

DAFTAR TABEL

Tabel 3.1 No. Aitem Alat Ukur <i>Work Family Conflict</i>	48
Tabel 3.2 Sistem Penilaian Alat Ukur <i>Work Family Conflict</i>	50
Tabel 3.3 No. Aitem Alat Ukur SWLS	52
Tabel 3.4 No. Aitem Alat Ukur SPANE.....	53
Tabel 3.5 Interpretasi Alat Ukur SWLS.....	54
Tabel 3.6 Interpretasi Alat Ukur SPANE.....	55
Tabel 3.7 Kriteria Validitas.....	58
Tabel 3.6 Kriteria Reliabilitas	60
Tabel 4.1 Gambaran Usia Sampel Penelitian.....	63
Tabel 4.2 Gambaran Pendidikan Terakhir Sampel Penelitian	64
Tabel 4.3 Gambaran Pangkat Sampel Penelitian	64
Tabel 4.4 Gambaran Penghasilan Sampel Penelitian.....	65
Tabel 4.5 Gambaran Lama Berkeluarga Sampel Penelitian	65
Tabel 4.6 Gambaran Jumlah Anak Sampel Penelitian.....	66
Tabel 4.7 Gambaran Usia Anak Paling Muda Sampel Penelitian	67
Tabel 4.8 Korelasi Antara <i>Work Family Conflict</i> dan <i>Subjective Well Being</i>	68
Tabel 4.9 Korelasi Antara <i>Work Family Conflict</i> Arah <i>Work Interference with Family (WIF)</i> dan <i>Subjective Well Being</i>	69
Tabel 4.10 Korelasi Antara <i>Work Family Conflict</i> Arah <i>Family Interference with Work (FIW)</i> dan <i>Subjective Well Being</i>	70

DAFTAR BAGAN

Bagan 1.1 Kerangka Pemikiran.....	24
Bagan 3.1 Rancangan Studi Korelasi <i>Work Family Conflict</i> dan <i>Subjective Well Being</i> Pada Prajurit Wanita TNI-AU di Kota Bandung.....	44



DAFTAR LAMPIRAN

Lampiran 1 Kata Pengantar	L-1
Lampiran 2 Lembar Persetujuan.....	L-2
Lampiran 3 Identitas Pribadi	L-3
Lampiran 4 Kuesioner <i>Work Family Conflict</i>	L-4
Lampiran 5 Kuesioner SWLS.....	L-6
Lampiran 6 Kuesioner SPANE.....	L-7
Lampiran 7 Kisi-kisi Alat Ukur	L-9
Lampiran 7.1 Kisi-kisi Alat Ukur <i>Work Family Conflict</i> (WFC).....	L-9
Lampiran 7.2 Kisi-kisi Alat Ukur Kepuasan Hidup (<i>Satisfaction with Life Scale</i> (SWLS))	L-11
Lampiran 7.3 Kisi-kisi Alat Ukur <i>Scale of Positive and Negative Experience</i> (SPANE)	L-11
Lampiran 8 Data Mentah Pengambilan Data Skripsi	L-13
Lampiran 8.1 Identitas Pribadi.....	L-13
Lampiran 8.2 Data Mentah WFC.....	L-16
Lampiran 8.3 Data Mentah SWLS.....	L-18
Lampiran 8.4 Data Mentah SPANE.....	L-20
Lampiran 9 Hasil Pengolahan Data	L-22
Lampiran 10 Biodata Peneliti	L-27