

## Abstrak

*Kompleksitas peran kehidupan wanita di dunia kerja menjadi tantangan bagi perawat wanita di Rumah Sakit 'X' Bandung. Secara kultural, kehidupan wanita masih dipengaruhi oleh nilai-nilai peran di budaya Indonesia yang menunjukkan permasalahan yang cenderung lebih kuat, dari pemenuhan perannya di keluarga. Menjalani peran pekerjaan dan keluarga secara seimbang tidaklah mudah dan seringkali menyebabkan work-family conflict, sehingga berdampak pada berkurangnya work engagement.*

*Alat ukur work-family conflict (arah family interference with work) merupakan hasil adaptasi alat ukur yang diterjemahkan oleh Kuntari (2011) yang terdiri dari 9 item dengan validitas  $>0.40$  dan reliabilitas sebesar  $>0.70$ . Alat ukur work engagement merupakan hasil adaptasi alat ukur yang sudah diterjemahkan oleh Augrina (2015) yang terdiri dari 17 item dengan validitas bekisar  $0.56-0.75$  dan reliabilitas sebesar  $0.942$ . Hasil work-family conflict dan work engagement di korelasikan menggunakan uji korelasi Spearman SPSS 20.0. Berdasarkan pengolahan data secara statistik, diperoleh hasil koefisien korelasi  $-0.313$  yang menunjukkan bahwa terdapat hubungan antara work-family conflict (arah FIW) dan work engagement dan didapatkan nilai signifikansi  $0.019$  yang berarti terdapat hubungan secara signifikan diantara keduanya.*

*Kesimpulan yang diperoleh yaitu terdapat hubungan negatif antara work-family conflict (arah FIW) dan work engagement. Peneliti mengajukan saran untuk peneliti selanjutnya yang ingin meneliti work-family conflict (arah FIW) dan work engagement dapat melakukan penelitian lebih mendalam mengenai faktor-faktor yang mempengaruhi work-family conflict dan work engagement. Selain itu, disarankan untuk melakukan penelitian dengan jumlah responden yang lebih banyak agar hasil penelitian yang dibuat dapat digeneralisasikan secara lebih luas dan akurat.*

**Kata Kunci:** *Work-Family Conflict, Work Engagement, Perawat Wanita*

## Abstract

*The complexity of the role of women's lives in the world of work is a challenge for female nurses in the Hospital 'X' Bandung. Culturally, a woman's life is still influenced by the values of roles in Indonesian culture that show problems that tend to be stronger, from fulfilling their role in the family. Carrying out work and family roles in a balanced manner is not easy and often causes work-family conflict, so that it results in reduced work engagement.*

*The work-family conflict measurement tool (Family interference with work) is the result of adaptation of a measuring instrument approved by Kuntari (2011) which consists of 9 items with validity of  $>0.40$  and reliability of  $>0.70$ . Measuring work involvement is the result of measurement tools that have been approved by Augrina (2015) which consists of 17 items with validity ranging from 0.56 to 0.75 and reliability of 0.942. Work-family conflict and work engagement results were correlated using the Spearman SPSS 20.0 correlation test. Based on statistical data processing, the results of the correlation coefficient  $-0.313$  showed that there was a relationship between work-family conflict (the direction of FIW) and work engagement and obtained a significance value of 0.019 which meant there was a significant relationship between the two.*

*The conclusion obtained is about the negative relationship between work-family conflict (FIW direction) and work engagement. Researchers suggest suggestions for further research that wants to examine work-family conflict (FIW direction) and work engagement can do further research on the factors that influence work-family conflict and work involvement. In addition, it is recommended to conduct research with more respondents so that the research made can be generalized more broadly and accurately.*

*Keywords: Work-Family Conflict, Work Engagement, Female Nurse*

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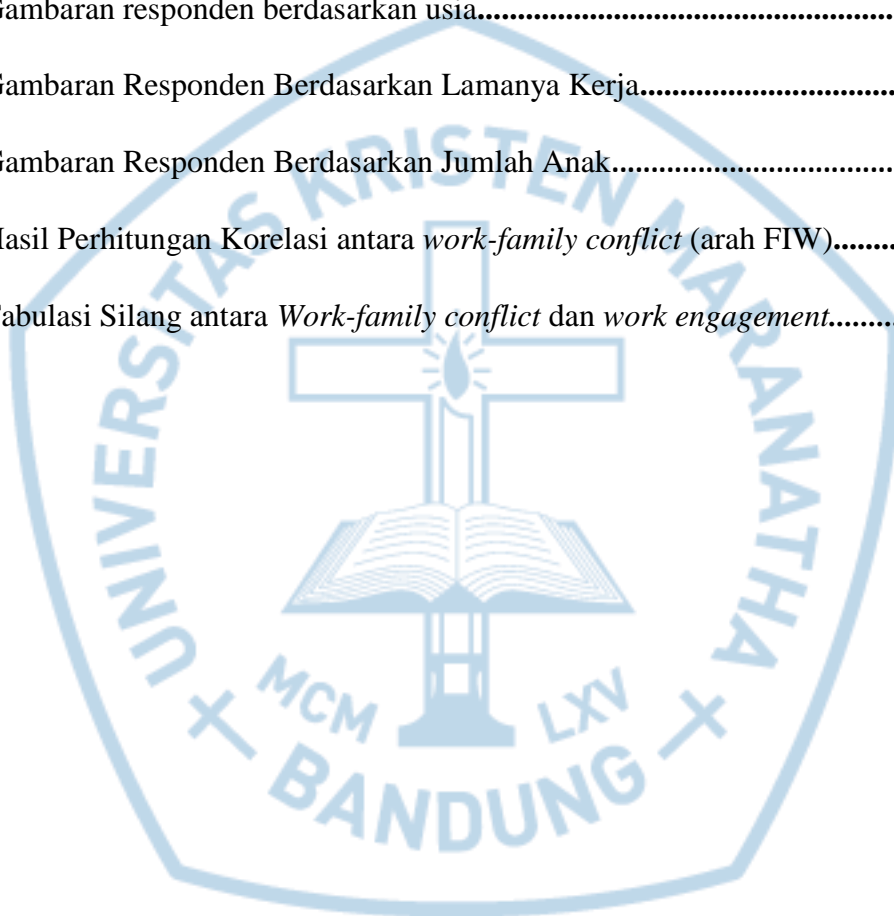
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