ABSTRACT

Due to the development and economic growth occurs very rapidly, it encourages women to participate in fulfilling the needs of the household. More women than men experience conflict the work-family conflict associated very strongly with depression and anxiety suffered by women than men. Organization holds a very important key in helping employees to build organizational commitment. The purpose of this study was to determine the effect of work-family conflict on organizational commitment and work-family conflict influence on job stress with sample 155 female employees at PT X. The results showed there were a positive effect of work-family conflict but not significant on organizational commitment and work-family conflict influenced positive and significant effect on job stress. Managerial implications of this research that companies should establish a comfortable working atmosphere so that employees are not experiencing high work stress and also enterprises should attach great value to the company's employees in order to increase organizational commitment.

Keywords: Work family conflict, organizational commitment, job stress
ABSTRAK

Karena perkembangan dan pertumbuhan ekonomi terjadi dengan sangat pesat, maka mendorong wanita untuk ikut serta dalam pemenuhan kebutuhan rumah tangga. Wanita lebih banyak mengalami konflik dibanding pria maka konflik pekerjaan-keluarga berhubungan sangat kuat dengan depresi dan kecemasan yang diderita oleh wanita dibandingkan pria. Organisasi memegang kunci yang sangat penting dalam membantu karyawan untuk membangun komitmen organisasional. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh antara konflik pekerjaan-keluarga terhadap komitmen organisasional dan pengaruh konflik pekerjaan-keluarga terhadap stres kerja dengan sampel 155 karyawan wanita di PT X. Hasil penelitian menunjukkan pengaruh konflik pekerjaan-keluarga berpengaruh positif namun tidak signifikan terhadap komitmen organisasional dan pengaruh konflik pekerjaan-keluarga berpengaruh positif dan signifikan terhadap stres kerja. Implikasi manajerial dari penelitian ini yaitu perusahaan harus membangun suasana kerja yang nyaman agar karyawan tidak mengalami stres kerja yang tinggi dan juga perusahaan harus melekatkan nilai perusahaan kepada karyawan agar komitmen organisasional meningkat.

Kata kunci : konflik pekerjaan-keluarga, komitmen organisasional, stres kerja
DAFTAR ISI

HALAMAN JUDUL........................................................................................................ i
PENGESAHAN........................................................................................................ ii
SURAT PENYATAAN KEASLIAN SKRIPSI........................................................ iii
KATA PENGANTAR........................................................................................... iv

ABSTRACT........................................................................................................ vii
ABSTRAK.......................................................................................................... viii

DAFTAR ISI........................................................................................................ ix
DAFTAR GAMBAR............................................................................................. xiii
DAFTAR TABEL................................................................................................ xiv
DAFTAR LAMPIRAN...................................................................................... xv

BAB I PENDAHULUAN............................................................................... 1
  1.1 Latar Belakang......................................................................................... 1
  1.2 Perumusan Masalah.............................................................................. 5
  1.3 Tujuan dan Manfaat Penelitian............................................................ 5
  1.4 Waktu dan Pelaksanaan Penelitian.................................................... 5
  1.5 Sistematika Penulisan Penelitian......................................................... 6

BAB II KAJIAN PUSTAKA, RERANGKA PEMIKIRAN DAN

PENGEMBANGAN HIPOTESIS DAN RISET EMPIRIS................................. 7
2.1 Kajian Pustaka........................................................................................................... 7
  2.1.1 Konflik Pekerjaan-Keluarga.................................................................................. 7
    2.1.1.1 Definisi Konflik Pekerjaan-Keluarga.......................................................... 7
    2.1.1.2 Jenis-jenis Konflik Pekerjaan-Keluarga.................................................. 9
    2.1.1.3 Faktor-faktor yang mempengaruhi
      Konflik Pekerjaan-Keluarga.............................................................................. 10
  2.1.2 Komitmen Organisasi.......................................................................................... 11
    2.1.2.1 Definisi Komitmen Organisasi................................................................. 11
    2.1.2.2 Faktor-faktor yang mempengaruhi
      Komitmen Organisasi......................................................................................... 13
    2.1.2.3 Kriteria Komitmen Organisasional......................................................... 15
  2.1.2 Stres Kerja.......................................................................................................... 16
    2.1.3.1 Definisi Stres Kerja................................................................................... 16
    2.1.2.2 Jenis-jenis Stres Kerja............................................................................... 17
    2.1.2.3 Faktor-faktor yang menyebabkan Stres Kerja......................................... 18
  2.2 Rerangka Pemikiran............................................................................................... 20
  2.3 Riset Empiris.......................................................................................................... 21
  2.4 Model Penelitian..................................................................................................... 24
  2.5 Pengembangan Hipotesis...................................................................................... 24
    2.5.1 Konflik Pekerjaan-Keluarga terhadap
      Komitmen Organisasional................................................................................. 24
    2.5.2 Konflik Pekerjaan-Keluarga terhadap Stres Kerja....................................... 25
BAB III METODE PENELITIAN

3.1 Jenis Penelitian
3.2 Populasi dan Sampel
3.3 Teknik Pengumpulan Sampel
3.4 Desain Operasional Variabel
3.5 Teknik Pengumpulan Data
3.6 Metode Analisis Data
  3.6.1 Uji Statistik Deskriptif
  3.6.2 Uji Outliers
  3.6.3 Uji Normalitas
  3.6.4 Uji Validitas
  3.6.5 Uji Reliabilitas
  3.6.6 Uji Regresi Linear

BAB IV HASIL DAN PEMBAHASAN

4.1 Karakteristik Responden
4.2 Uji Statistik Deskriptif
  4.2.1 Hasil Uji Deskriptif
4.3 Uji Outlier
  4.3.1 Hasil Uji Outlier
4.4 Uji Normalitas
  4.4.1 Hasil Uji Normalitas
4.5 Uji Validitas dan Reliabilitas
  4.5.1 Hasil Uji Validitas
4.5.2 Hasil Uji Reliabilitas................................................................. 48
4.6 Hasil Pengujian Hipotesis.............................................................. 49
4.7 Pembahasan................................................................................. 52
  4.7.1 Konflik pekerjaan-keluarga terhadap
       komitmen organisasional......................................................... 52
  4.7.2 Konflik pekerjaan-keluarga terhadap stres kerja............... 53

BAB V KESIMPULAN DAN SARAN......................................................... 54
  5.1 Kesimpulan................................................................................ 54
  5.2 Implikasi dan Saran bagi Perusahaan................................. 55
  5.3 Keterbatasan Penelitian dan Saran untuk Penelitian Mendatang........ 56

DAFTAR PUSTAKA............................................................................... 58

LAMPIRAN........................................................................................... 63

SURAT PERUSAHAAN........................................................................ 83

DAFTAR RIWAYAT HIDUP................................................................. 84
DAFTAR GAMBAR

<table>
<thead>
<tr>
<th>Gambar</th>
<th>Judul Gambar</th>
<th>Halaman</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Rerangka Pemikiran</td>
<td>20</td>
</tr>
<tr>
<td>2</td>
<td>Model Penelitian</td>
<td>24</td>
</tr>
</tbody>
</table>
DAFTAR TABEL

Tabel 2.3 Riset Empiris ........................................................................................................ 21
Tabel 4.1 Sampel dan Tingkat Pengembalian ................................................................. 37
Tabel 4.2 Profil Responden Pada Karyawan ................................................................. 38
Tabel 4.3 Hasil Uji Statistik Deskriptif ......................................................................... 40
Tabel 4.5 Hasil Uji Outliers ......................................................................................... 42
Tabel 4.6 Mahalanobis Distance ................................................................................. 43
Tabel 4.7 Hasil Uji Kolmogorof-Smirnov .................................................................. 44
Tabel 4.8 Hasil Validitas Setiap Variabel .................................................................. 45
Tabel 4.9 Kesimpulan Validitas .................................................................................. 47
Tabel 4.10 Hasil Uji Reliabilitas .................................................................................. 48
Tabel 4.11 Hasil Analisis Regresi Sederhana Hipotesis Konflik Pekerjaan-Keluarga terhadap Komitmen Organisasional ......................................................... 49
Tabel 4.12 Hasil Analisis Regresi Sederhana Hipotesis Konflik Pekerjaan-Keluarga terhadap Komitmen Organisasional ......................................................... 50
Tabel 4.13 Ringkasan Hipotesis dan Hasil Pengujian Hipotesis .................................... 52
<table>
<thead>
<tr>
<th>Lampiran</th>
<th>Halaman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lampiran A</td>
<td>64</td>
</tr>
<tr>
<td>Lampiran B</td>
<td>69</td>
</tr>
</tbody>
</table>