

Pengaruh konflik pekerjaan-keluarga dan strategi seleksi, optimasi, dan kompensasi terhadap kepuasan kerja manajer = The Effect of work-family conflict and selection, optimization, compensation strategies on manager's job satisfaction

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Abstrak

Penelitian ini membahas pengaruh konflik pekerjaan-keluarga (time-based, strain-based, dan behaviour-based) menurut Greenhaus dan Beutell (1985) dan strategi SOK menurut Baltes dan Baltes (1960) terhadap kepuasan kerja menurut Spector (1997) pada manajer. 143 manajer yang berasal dari ketiga perusahaan, yaitu swasta, BUMN/BUMD, dan institusi pemerintah menjadi responden di dalam penelitian ini. Penelitian ini merupakan penelitian kuantitatif dengan desain studi lapangan. Hasil perhitungan statistik dengan menggunakan teknik ANOVA-dua arah menunjukkan bahwa terdapat pengaruh yang bermakna antara jenis konflik dan tingkat penggunaan strategi SOK terhadap kepuasan kerja manajer ($F= 187,223$, $p= 0,000$). Manajer dengan jenis konflik strain-based memiliki kepuasan kerja tertinggi dibandingkan dengan manajer dengan jenis konflik time-based dan behaviour-based apabila didukung tingkat penggunaan strategi SOK yang tinggi. Namun demikian, manajer berjenis konflik strain-based memiliki kepuasan kerja terendah dibandingkan dengan dua jenis konflik lainnya apabila level strategi SOK yang dimiliki rendah. Tidak ditemukan pengaruh level SOK dalam menentukan kepuasan kerja pada manajer yang berjenis konflik time-based.

The focus of this study was to examine the effect of work-family conflict and Selection, Optimization, and Compensation strategy on manager's job satisfaction. 143 managers working in three different workplaces (private sectors, BUMN/BUMD, and government institutions) were involved. This study was a quantitative field study. A 2x3 between-subject ANOVA were used as a statistic technique. The results showed that there was a significant effect of work-family conflict and SOC strategy on manager's job satisfaction ($F= 187,223$, $p= 0,000$). Managers possessing a high level of SOK strategy and having strain-based conflict had the highest job atisfaction, as compared to those having time-based and behaviour-based conflicts. On contrary, managers with a low level of SOC strategy and strain-based conflict had the lowest job satisfaction as compared to those with time-based dan behaviour-based. There was no effect of level of SOK strategy found in managers having time-based conflicts in predicting job satisfaction.