

Hubungan antara Work-Family Conflict dan keterikatan kerja pada ibu bekerja = The correlation between Work-Family Conflict and work engagement among working mother

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Abstrak

Penelitian ini dilakukan untuk mendapatkan gambaran mengenai hubungan antara work-family conflict dan keterikatan kerja pada ibu bekerja. Pengukuran work-family conflict dilakukan dengan alat ukur Work-Family Conflict Scale (Carlson, Derr, & Wadsworth, 2003) dan pengukuran keterikatan kerja dengan alat ukur utrecht work engagement scale (Schaufeli, Bakker, & Salanova, 2006). Partisipan berjumlah 72 orang ibu yang bekerja di sektor formal baik sebagai pegawai negeri maupun pegawai swasta. Hasil penelitian ini menunjukkan bahwa tidak ada hubungan yang signifikan antara work-family conflict dan keterikatan kerja pada ibu yang bekerja ($r = -0,080$; $p = 0,507$).

This research was conducted to find correlation between work-family conflict and work engagement among working mother. Work-family conflict was measured using a modification instrument named work/family conflict scale (Carlson, Derr, & Wadsworth, 2003) and work engagement was measured using a modification instrument named utrecht work engagement scale (Schaufeli, Bakker, & Salanova, 2006). The participants of this research were 72 mother who work in the formal sector, both public servant and private sector employees. The main result of this research showed that work-family conflict doesn't have a significant relation with work engagement among working mother ($r = -0,080$; $p = 0,507$).