

Analisis konflik peran ganda dan stres kerja terhadap kinerja pegawai perempuan menikah di Puskesmas Padasuka kota Cimahi Tahun 2014 =
Analysis dual role conflict and job stress on employee performance women married in Health Centers Padasuka Cimahi 2014

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Abstrak

Besarnya proporsi pegawai perempuan dengan status menikah yang bekerja di puskesmas Padasuka menghadapi tekanan dari berbagai aspek sehingga menimbulkan beberapa masalah dalam kinerja pegawai. Penelitian bertujuan mengidentifikasi kinerja pegawai perempuan menikah yang mempunyai anak dipengaruhi oleh konflik peran ganda dan stres kerja. Jenis penelitiannya kuantitatif dan kualitatif, teknik pengumpulan data primer dan sekunder pada bulan april-mei 2014. Sumber informasi 11 orang. Hasil penelitian didapatkan informan mengalami konflik ringan pekerjaan–keluarga 36,4% dan keluarga-pekerjaan 27,3%, mengalami stres kerja ringan yang berasal dari pekerjaan 36,4% dan luar pekerjaan 27,3% sehingga menyebabkan kinerja menjadi rendah. Diharapkan pimpinan melibatkan pegawai dalam mengambil strategi untuk mengatasi konflik ini.

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The magnitude proportion of women employees with the status married who work in health centers Padasuka face pressure from various aspects, giving rise to some problems in the performance of employees. The research aims to identify the performance of employees married who have children affected by the conflict and the dual role of work stress. Types of quantitative and qualitative research, techniques of primary and secondary data collection in April-May 2014. Sources of information from 11 people. The results showed the informant suffered a mild work-family conflict by 36.4% and 27.3% family-work, light work stress stemming from work 36.4% and 27.3% outside of work, causing the performance to be low. It is expected that leaders engage employees in taking the strategy to resolve this conflict.