

Analisis pengaruh work-life balance dan emotional exhaustion terhadap in-role performance yang dimediasi komitmen afektif: studi kasus: perawat rumah sakit di Provinsi D.I. Yogyakarta = Causal analysis of work life balance and emotional exhaustion toward in role performance mediated by affective commitment: case study: hospital nurse at D.I. Yogyakarta province

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Abstrak

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Work-life balance, emotional exhaustion, dan komitmen afektif dapat memengaruhi in-role performance seorang pekerja. Profesi perawat memiliki potensi untuk memiliki permasalahan work-life balance dan kondisi emotional exhaustion karena banyak menghabiskan waktu di tempat kerja. Untuk dapat menjaga in-role performance dari para perawat, rumah sakit tempat perawat bekerja dapat mempertimbangkan untuk memberikan work-life balance dan meminimalisir terjadinya emotional exhaustion yang dialami perawat melalui penciptaan komitmen afektif para perawat. Sampel dalam penelitian ini adalah 195 perawat rumah sakit di Provinsi D.I. Yogyakarta. Data diolah menggunakan Structural Equation Modeling SEM . Hasil penelitian menunjukkan bahwa work-life balance dan penurunan emotional exhaustion untuk mencapai in-role performance dapat tercipta jika pengelola rumah sakit dapat membentuk komitmen afektif para perawat.

ABSTRACT

Work life balance, emotional exhaustion, and affective commitment can influence in role performance of a worker. Nurses has the potential to experience work life balance problems and emotional exhaustion conditions because they spend a lot of time at workplace. To maintain performance of the nurses, the hospital may consider to provide work life balances and minimizing the occurrence of emotional exhaustion experienced by nurses through the creation of affective commitment of the nurses. The sample in this study was 195 hospital nurses in D.I Province. Yogyakarta. The data were processed using Structural Equation Modeling SEM . The results showed that work life balance and decreased emotional exhaustion to achieve in role performance can be created if hospital managers can establish affective commitment of nurses.