

Peran trait kepribadian dan self efficacy work-family conflict terhadap antisipasi konflik kerja-keluarga pada wanita = The role of personality trait and self efficacy work-family conflict on anticipated work-family conflict among women

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Abstrak

Peran wanita saat ini semakin luas, karena tidak hanya bertanggungjawab dalam keluarga, namun juga turut berperan aktif dalam bekerja. Perencanaan untuk memiliki peran yang seimbang antara keduanya tidak lepas dari antisipasi munculnya konflik antar peran atau yang disebut dengan antisipasi konflik kerja-keluarga. Penelitian ini bertujuan untuk melihat efek trait kepribadian dan self efficacy work-family conflict terhadap antisipasi konflik kerja-keluarga pada wanita. Penelitian nonexperimental ini menggunakan anticipated work-family conflict scale untuk mengukur AWFC, Big Five Inventory untuk mengukur trait kepribadian dan work-family conflict self efficacy scale untuk mengukur work-family conflict self efficacy. Partisipan penelitian ini sebanyak 148 orang wanita pada tahap emerging adulthood $M = 20.10$, $SD = 1.551$ yang belum bekerja dan berumah tangga. Hasil yang didapatkan berdasarkan analisis multiple regression menunjukkan bahwa trait conscientiousness berperan terhadap time based anticipated family interfere work, trait neuroticism berperan terhadap strain based anticipated work interfere family/ family interfere work dan trait agreeableness berperan terhadap behavior based anticipated family interfere work. Tidak ditemukan pengaruh dari self efficacy terhadap anticipated work-family conflict. Adapun trait kepribadian memiliki kontribusi yang lebih besar dibandingkan self efficacy work-family conflict.

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Women's role is increasing on our society, which is not only responsible in their family as housewife but they also play an active role as a worker. Have balanced life between the two role can't be separated from the expectation that there will be conflict emerged between roles, which called anticipated work family conflict. This study aims to see the effect of personality trait and self efficacy on anticipated work family conflict among women. This study is nonexperimental study that used Anticipated Work Family Conflict Scale, Big Five Inventory BFI and Work Family Conflict Self Efficacy. Based on women N 148 in their emerging adulthood $M 20.10$, $SD 1.551$, current paper found that conscientiousness significantly predicted time based anticipated family interfere work, neuroticism predicted strain based anticipated work interfere family family interfere work, and agreeableness predicted behavior based anticipated family interfere work. There was no role of self efficacy on anticipated work family conflict. In general, personality trait contributed extensively on anticipated work family conflict more than self efficacy.