

# Peran Work-Family Conflict dan Dimensi-Dimensinya terhadap Kepuasan Kerja pada Perawat di Rumah Sakit X Kelas A di Jakarta = The Role of Work-Family Conflict and Its Dimensions on Job Satisfaction among Nurses at Class A X Hospital in Jakarta

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## Abstrak

Perawat memegang peranan vital dalam pelayanan kesehatan. Tuntutan yang banyak serta shift kerja yang tidak seperti jam kerja pada umumnya membuat penelitian mengenai kepuasan kerja perawat penting untuk dilakukan. Penelitian ini bertujuan untuk melihat peran *work-family conflict* (WFC) beserta dimensi-dimensinya, *work-interference-with-family* (WIF) dan *family-interference-with-work* (FIW) terhadap kepuasan kerja pada perawat di rumah sakit di Jakarta. Partisipan penelitian adalah 124 perawat di rumah sakit X kelas A di Jakarta yang telah bekerja minimal 6 bulan dan berusia maksimal 60 tahun. WFC diukur menggunakan *Work and Family Conflict Scale* (WAFCS) serta kepuasan kerja dengan *McCloskey-Mueller Satisfaction Scale* (MMSS). Hasil penelitian menunjukkan bahwa WFC menurunkan kepuasan kerja ( $R^2 = 0.056$ ,  $F(1,124) = 8.36$ ,  $p < 0.01$ ). WIF dan FIW menurunkan kepuasan kerja ( $R^2 = 0.067$ ,  $F(1, 124) = 5.44$ ,  $p < 0.01$ ). Secara spesifik, pengaruh negatif WIF lebih besar dan signifikan daripada pengaruh FIW terhadap kepuasan kerja. Temuan ini dapat membantu rumah sakit mengembangkan intervensi kepuasan kerja dengan menggunakan faktor-faktor antecedent terkait WIF.

.....Nurses play a pivotal role in healthcare delivery, facing demanding workloads and irregular work schedules. These factors necessitate research into their job satisfaction. This study aims to examine the influence of work-family conflict (WFC) and its dimensions, work-interference-with-family (WIF) and family-interference-with-work (FIW), on job satisfaction among nurses in Jakarta hospitals. The study involved 124 nurses working at Hospital X, a Class A hospital in Jakarta who had been working at the hospital for at least 6 months and at a maximum age of 60 years old. WFC was measured using the Work and Family Conflict Scale (WAFCS), while job satisfaction was assessed using the McCloskey-Mueller Satisfaction Scale (MMSS). The findings revealed a significant negative relationship between WFC and job satisfaction ( $R^2 = 0.056$ ,  $F(1,124) = 8.36$ ,  $p < 0.01$ ). Both WIF and FIW were found to negatively impact job satisfaction ( $R^2 = 0.067$ ,  $F(1, 124) = 5.44$ ,  $p < 0.01$ ). Notably, the negative influence of WIF was stronger and more significant than that of FIW on job satisfaction. These findings can guide hospitals in developing job satisfaction interventions by targeting antecedent factors related to WIF.