

## ABSTRAK

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Judul : Pengaruh Konflik Pekerjaan-Keluarga dan Strategi Seleksi, Optimasi, dan Kompensasi terhadap Kepuasan Kerja Manajer

Penelitian ini membahas pengaruh konflik pekerjaan-keluarga (*time-based*, *strain-based*, dan *behaviour-based*) menurut Greenhaus dan Beutell (1985) dan strategi SOK menurut Baltes dan Baltes (1960) terhadap kepuasan kerja menurut Spector (1997) pada manajer. Penelitian ini melibatkan 143 manajer yang berasal dari ketiga perusahaan, yaitu swasta, BUMN/BUMD, dan institusi pemerintah. Penelitian ini merupakan penelitian kuantitatif dengan desain studi lapangan. Hasil perhitungan statistik dengan menggunakan teknik ANOVA-dua arah menunjukkan bahwa terdapat pengaruh yang bermakna antara jenis konflik dan tingkat penggunaan strategi SOK terhadap kepuasan kerja manajer ( $F= 187,223, p= 0,000$ ). Manajer dengan jenis konflik *strain-based* memiliki kepuasan kerja tertinggi dibandingkan dengan manajer dengan jenis konflik *time-based* dan *behaviour-based* apabila didukung tingkat penggunaan strategi SOK yang tinggi. Namun demikian, manajer berjenis konflik *strain-based* memiliki kepuasan kerja terendah dibandingkan dengan dua jenis konflik lainnya apabila level strategi SOK yang dimiliki rendah. Tidak ditemukan pengaruh level SOK dalam menentukan kepuasan kerja pada manajer yang berjenis konflik *time-based*.

Kata kunci :

*Time-based conflict*, *Strain-based conflict*, *Behaviour-based conflict*, Strategi Seleksi, Optimasi, dan Kompensasi, Kepuasan kerja, Manajer.

## ABSTRACT

Name : Sekar Adelina Rara  
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Study Program : S-1/ Reguler  
Title : The Effect of Work-Family Conflict and Selection, Optimization,  
Compensation Strategy on Manager's Job Satisfaction

The focus of this study was to examine the effect of work-family conflict and Selection, Optimization, and Compensation strategy on manager's job satisfaction. 143 managers working in three different workplaces (private sectors, BUMN/BUMD, and government institutions) were involved. This study was a quantitative field study. A 2x3 between-subject ANOVA were used as a statistic technique. The results showed that there was a significant effect of work-family conflict and SOC strategy on manager's job satisfaction ( $F= 187,223$ ,  $p= 0,000$ ). Managers possessing a high level of SOK strategy and having strain-based conflict had the highest job satisfaction, as compared to those having time-based and behaviour-based conflicts. On contrary, managers with a low level of SOC strategy and strain-based conflict had the lowest job satisfaction as compared to those with time-based dan behaviour-based. There was no effect of level of SOK strategy found in managers having time-based conflicts in predicting job satisfaction.

Keywords :

Time-based conflict, Strain-based conflict, Behaviour-based conflict, Selection, Optimization, and Compensation Strategy, Job Satisfaction, Managers.