

ABSTRAK

Psychological Detachment penting dalam sebuah perusahaan untuk mengurangi terjadinya konflik antar karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh *Workplace Aggression* terhadap *Work Family Conflict* dengan *Psychological Detachment* sebagai variabel mediasi. Penelitian ini menggunakan prosedur pengumpulan data dengan menyebarkan kuesioner dengan cara Google Form melalui mediasi Line, Whatsapp dan Instagram kepada responden. Pendekatan penelitian ini adalah penelitian kuantitatif, yang menggunakan sampel 79 karyawan. Untuk menganalisis hubungan antar variabel, penelitian ini menggunakan PLS atau *Partical Least Square*. Hasil penelitian ini menunjukkan bahwa (1) *Workplace Aggression* berpengaruh terhadap *Work Family Conflict*, (2) *Psychological Detachment* berpengaruh pada *Work Family Conflict*, (3) *Workplace Aggression* berpengaruh pada *Psychological Detachment*. Berdasarkan penelitian ini maka diharapkan adanya *Psychological Detachment* dalam sebuah perusahaan agar tidak terjadi *Workplace Aggression* yang dapat menyebabkan *Work Family Conflict*.

Kata kunci : *Workplace Aggression, Psychological Detachment, Work Family Conflict*

ABSTRACT

Psychological Detachment is important in a company to reduce conflicts between employees. This study aims to determine the effect of *Workplace Aggression* on *Work Family Conflict* with *Psychological Detachment* as a mediating variable. This study uses data collection procedures by distributing questionnaires by means of Google Form through mediation of Line, Whatsapp and Instagram to respondents. This research approach is quantitative research, which uses a sample of 79 employees. To analyze the relationship between variables, this study uses PLS or *Partical Least Square*. The results of this study indicate that (1) *Workplace Aggression* affects *Work Family Conflict*, (2) *Psychological Detachment* affects *Work Family Conflict*, (3) *Workplace Aggression* affects *Psychological Detachment*. Based on this research, it is expected that there is a *Psychological Detachment* in a company so that *Workplace Aggression* does not occur which can cause *Work Family Conflict*.

Keywords: *Workplace Aggression, Psychological Detachment, Work Family Conflict*