

ABSTRAK

Mega Rachmawati, 111211132019, Pengaruh Role Conflict terhadap Work Life Balance pada Karyawan di Perusahaan Teknologi Informasi di Surabaya, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2017

xvii + 76 halaman + 12 lampiran

Penelitian ini bertujuan untuk mengetahui pengaruh role conflict terhadap work life balance pada karyawan di perusahaan teknologi informasi di Surabaya. Work life balance menurut Fisher, dkk (2003), merupakan keseimbangan antara berbagai peran yang menyebabkan adanya persaingan antara berbagai peran yang dapat menghabiskan waktu dan tenaga. Sedangkan role conflict didefinisikan melalui dimensi dari kesesuaian atau kecocokan pada peran yang dibutuhkan, dimana kesesuaian tersebut dinilai secara relatif dari standar yang ditunjukkan oleh kinerja yang dibutuhkan (Rizzo dkk, 1970).

Penelitian dilakukan pada karyawan yang bekerja di tiga perusahaan teknologi informasi di Surabaya dengan jumlah subyek sebanyak 52 karyawan dengan menggunakan teknik haphazard sampling. Alat pengumpul data merupakan role conflict scale milik Rizzo, dkk (1970) dan work/nonwork interference and enhancement scale milik Fisher, dkk (2009) yang sudah diadaptasi sebelumnya. Analisis data penelitian menggunakan teknik statistik regresi sederhana dengan bantuan program SPSS for 16.0 windows.

Hasil analisis mendukung hipotesis bahwa terdapat pengaruh role conflict terhadap work life balance ($R=0,447$; $p=0.000$). Role conflict mempengaruhi variabel work life balance sebanyak 22,8%, sedangkan 77,2% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini. Persamaan regresi bernilai negatif yang menyatakan jika role conflict meningkat, maka work life balance akan menurun. Dari hasil persamaan regresi ditemukan bahwa setiap kenaikan tingkat role conflict akan menurunkan work life balance sebesar 0,662 satuan.

Kata Kunci: *role conflict, work life balance, teknologi informasi*
Daftar Pustaka 66, (1970-2016)

ABSTRACT

Mega Rachmawati, 111211132019, The Effect of Role Conflict toward Work Life Balance among Employees in Information and Technology Sector in Surabaya, Undergraduate Thesis, Faculty of Psychology Airlangga University Surabaya, 2017.

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This study aims to determine the effect of role conflict toward work life balance among employees in information and technology sector in Surabaya. Work life balance according to Fisher, et al (2003) is balance between any role which causes a competition between various roles which can use up time and energy. While role conflict is defined through dimension from compatibility or congruency which being needed, where that compatibility is being assessed in relativity form standard that being showed by performance necessity (Rizzo et al, 1970).

Study was conducted toward employees who work in information technology sector in Surabaya with 52 employees as total amount of subjects using haphazard sampling technique. Data collected by role conflict scale belong to Rizzo, et al (1970) and work/nonwork interference and enhancement scale belong to Fisher, et al (2009) which already translated before. Data analysis was done using simple regression technique with SPSS 16.0 for windows.

The analysis results of the study justify the hypothesis that there is effect of role conflict toward work life balance ($R=0,447$; $p=0,000$). Role conflict affects work life balance variable in the amount of 22,8% while the 77,2% is being affected by another factor that does not studied in this research. Value of regression equation is negative, which means if role conflict increase, work life balance will be decrease. From regression equation, discovered that every raises level of role conflict will decrease work life balance in the amount of 0,662 unit.

Keyword: role conflict, work life balance, information technology

Reference 66, (1970-2016)