

ABSTRAK

Nina Kusumiarsono, 111011173, Hubungan Antara *Work-Family Conflict* Dan *Big Five Personality* Dengan *Career Self-Efficacy* Pada Karyawan Bagian Operasi Dan Pemeliharaan di PT. Pembangkit Jawa-Bali Services (PT. PJBS), Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2014.

x + 90 halaman, 5 lampiran

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara work-family conflict dan big five personality dengan career self-efficacy. Career self-efficacy merupakan tingkat keyakinan individu terhadap pemecahan suatu masalah mengenai pengambilan keputusan dan rencana karir selanjutnya. Adapun hal-hal yang mempengaruhi tingkat career self-efficacy berasal dari keluarga, dimana adanya konflik peran dalam pekerjaan dan keluarga yang disebut work-family conflict serta faktor tipe kepribadian individu yang terdiri dari extraversion, agreeableness, conscientiousness, neuroticism, dan openness. Penelitian ini dilakukan pada karyawan bagian operasi dan pemeliharaan di PT. PJB Services (PT. PJBS) dengan jumlah subjek penelitian sebanyak 67 orang yang telah berkeluarga. Teknik pengambilan sampel dilakukan dengan metode incidental sampling. Alat pengumpul data berupa kuisioner work-family conflict yang terdiri dari 12 butir, kuisioner big five personality yang terdiri dari 44 butir dan kuisioner career self-efficacy yang terdiri dari 20 butir. Hasil penelitian yang menggunakan teknik analisis regresi berganda dengan bantuan program statistik SPSS v.16.0 for windows, menunjukkan adanya hubungan yang signifikan antara work-family conflict dan big five personality dengan career self-efficacy ($F = 2.308$, Sig. 0,45). Hasil hipotesis lainnya, menyatakan bahwa work-family conflict dan tipe kepribadian (extraversion, openness, dan agreeableness) ini tidak menunjukkan hubungan dengan career self-efficacy karena tidak memenuhi syarat uji signifikansi $< 0,05$. Terdapat hubungan negatif antara tipe kepribadian conscientiousness dengan career self-efficacy (Sig. 0,017) dan terdapat hubungan antara tipe kepribadian neuroticism dengan career self-efficacy yang bernilai negatif (Sig. 0,004).

Kata kunci: *Work-Family Conflict*, *Big Five Personality*, *Career Self-Efficacy*, Karyawan Operasi dan Pemeliharaan.

Daftar Pustaka, 41(1885-2012)

Abstract

Nina Kusumiarsono, 111011173, relationship between work-family conflict and the big five personality with career self-efficacy. Under Graduate Thesis, Faculty of Psychology of Airlangga University Surabaya, 2014

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The purpose of this study is to determine the relationship between work-family conflict and the big five personality with career self-efficacy. Career self-efficacy refers to an individual confidence level in opposition to the problem-solving and decision-making concerning the career plans in a foreseeable future. The level of career self-efficacy are affected by several things such as family, in which there is a conflict between the work and family roles (work-family conflict), and individual personality type factor, consisting of extraversion, agreeableness, conscientiousness, neuroticism, and openness. The research is conducted on the operation and maintenance employees of PT. Pembangkit Jawa-Bali Services (PT. PJBS) with the number of study subjects were 67 people who have a family. The sampling technique was conducted using incidental sampling method. A work-family conflict questionnaire consisting of 12 items, big five personality questionnaire consisting of 44 items and career self-efficacy questionnaire consisting of 20 items were used to collect the data. The result of the study, in which multiple regression analysis technique was used using a statistic program namely SPSS v.16.0 for windows, reveals a significant relationship between work-family conflict and the big five personality with career self-efficacy ($F = 2,308$, Sig. 0.45). The results of the other hypothesis shows that the work-family conflict and personality types (extraversion, openness, and agreeableness) did not show an association with career self-efficacy as they do not qualify the test of significance <0.05 . In addition, there is a negative relationship between conscientiousness personality type with career self-efficacy (Sig. 0.017) and there is a relationship between personality type neuroticism with career self-efficacy which is negative (Sig. 0.004).

Keyword: *Work-Family Conflict, Big Five Personality, Career Self-Efficacy, operation and maintenance employees*

References, 41(1885-2012)