

**ABSTRAK**

Ni Made Ayu Yuli Pratiwi, 111624153006, Pengaruh *Work Family Conflict* terhadap *Career Commitment* Dengan *Job Involvement* sebagai Mediator Pada Masyarakat Bali Yang Bekerja sebagai Pramuwisata, Tesis, Fakultas Psikologi Universitas Airlangga Surabaya, 2019.

*Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh antara work family conflict terhadap career commitment dengan job involvement sebagai mediator pada masyarakat Bali yang bekerja sebagai pramuwisata. Defenisi work family confict dalam penelitian ini menggunakan teori dari Carlson, Kacmardan Williams (2000), career commitment menggunakan teori Carson dan Bodeian (1994), dan job involvement menggunakan teori dari Reeve dan Smith (2001). Penelitian ini dilakukan pada 168 masyarakat Bali yang bekerja sebagai guide.*

*Alat pengumpulan data dalam penelitian ini menggunakan kuesioner work family conflict milik Septiani (2016), kuesioner career commitment milik Mustika (2019) dan kuesioner job involvement milik Aldila (2017). Analisis data dalam penelitian ini menggunakan partial least square (PLS) dengan bantuan program SmartPLS 3.0.*

*Hasil dari penelitian ini menunjukkan bahwa: (1) work family conflict memiliki pengaruh negatif dan signifikan terhadap career commitment, (2) work family conflict memiliki pengaruh negatif dan signifikan terhadap job involvement, (3) job involvement memiliki pengaruh positif dan signifikan terhadap career commitment, (3) Dalam peran mediasi, job involvement memediasi secara parsial hubungan antara work family conflict dengan career commitment.*

**Kata kunci:** *Work family conflict, Career Commitment, Job Involvement.*

**ABSTRACT**

Ni Made Ayu Yuli Pratiwi, 111624153006, The Effect of Work Family Conflict Toward Career Commitment with Job Involvement as Mediator of Balinese People Working as Guide, Thesis, faculty of Psychology Universitas Airlangga Surabaya, 2019.

*This research aimed to find out whether there was effect between work family conflict toward career commitment with job involvement as mediator of Balinese people who worked as guide. The definition of work family conflict in this research used theory of Carson, Kacmardan Williams (2000), career commitment used theory of Carson and Bodeian (1994), and job involvement used theory of Reeve and Smith (2001). this research was conducted to 168 Balinese people who worked as guide.*

*Tools of collecting the data in this research used questionnaire of work family conflict by Septiani (2016), career commitment questionnaire by Mustika (2019) and job involvement questionnaire by Aldila (2017). Data analysis in this research used partial least square (PLS) with the assistance of SmartPLS 3.0 program.*

*The results of this research showed that: (1) work family conflict had negative and significant effect toward career commitment, (2) work family conflict had negative and significant effect toward job involvement, (3) job involvement had positive and significant effect toward career commitment. (3) in the role of mediation, job involvement mediated partially the relation between work family conflict and career commitment.*

**Key Word:** Work family conflict, Career Commitment, Job Involvement.