

ABSTRAKSI

Work family conflict merupakan konflik yang timbul ketika tuntutan pekerjaan tercampur dengan tanggung jawab di dalam keluarga. Sebaliknya *family work conflict* timbul ketika tanggung jawab keluarga tercampur dengan tuntutan dalam pekerjaan. *Work family conflict* dan *family work conflict* tersebut akan mengakibatkan berkurangnya komitmen karyawan pada pekerjaan yang akhirnya dapat mendorong perputaran karyawan (*Turnover Intention*). *Turnover intention* merupakan keinginan berpindah bagi karyawan yang mengacu pada kelanjutan hubungannya dengan perusahaan dan belum diwujudkan dalam tindakan pasti meninggalkan perusahaan. Dalam suatu perusahaan diharapkan karyawannya memiliki *self efficacy* yang tinggi untuk menurunkan tingkat *turnover intention* tersebut. *Self efficacy* merujuk pada keyakinan individu bahwa ia mampu mengerjakan suatu tugas, semakin tinggi *self efficacy* maka akan semakin tinggi rasa percaya diri yang dimiliki seseorang untuk berhasil dalam menjalankan tugas.

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *work family conflict* dan *family work conflict* terhadap *turnover intention* dengan variabel moderator yaitu *self efficacy*. Objek penelitian ini adalah Rumah Sakit Pelengkap Medical Center Jombang dengan jumlah sampel sebanyak 50 perawat dan dianalisis dengan teknik pengolahan data *Partial Least Square* (PLS). Metode yang digunakan dalam penelitian ini adalah dengan menggunakan studi pendahuluan, study literature dan survey lapangan.

Hasil penelitian menyatakan bahwa *work family conflict* berpengaruh signifikan 3.034 terhadap *turnover intention*. *Family work conflict* berpengaruh signifikan 2.197 terhadap *turnover intention*. Sedangkan *self efficacy* mempunyai pengaruh negatif signifikan dengan nilai original sampel -1.482 dan *t statistic* 2.508 dalam memoderatori *work family conflict* terhadap *turnover intention*. Dan *self efficacy* juga juga memiliki pengaruh negatif signifikan dengan nilai original sampel -1.248 dan *t statistic* 2.025.

Kata kunci: *work family conflict*, *family work conflict*, *turnover intention*, *self efficacy*

ABSTRACT

Work family conflict is a conflict that arises when the demands of work mixed with responsibilities in the family. Conversely work family conflict arises when a mixed family responsibilities with the demands of the job. Work family conflict and family work conflict would result in reduced employee commitment to work that ultimately can drive employee turnover (Turnover Intention). Turnover intentions is the employees who desire to move refers to the continuation of its relationship with the company and has not been put into action would leave the company. The employees who have a high self efficacy would be lower turnover intention rate. Self-efficacy refers to an individual's belief that he was able to do a task, the higher self-efficacy, the higher the confidence that one has to succeed in performing their duties.

This study aims to examine and analyze the effect of work family conflict and family work conflict to turnover intention with self efficacy as a moderator variable. Object of this study is nurses at Pelengkap Medical Center Jombang with a sample of 50 person and analyzed using a data processing technique Partial Least Square (PLS). The method used in this research is to use a preliminary study, literature study and field survey.

The study states that the work family conflict have a significant effect on turnover intention 3,034. Family work conflict have a significant effect on turnover intention 2,197. And self-efficacy has a negative effect significant with original sample values -1482 and 2.508 in a moderated t statistic work family conflict based on turnover intention. And self-efficacy also also has a significant negative effect of the original sample values and t statistics 2.025 and -1.248.

Key Word: work family conflict, family work conflict, turnover intention, self efficacy