

ABSTRACT

Problems related to the work-family roles and job insecurity had become a concern in the last few years because it could change behavior. The aim of this study was to analyze the work-family roles and job insecurity of men and women workers in The Regional Division of PT PAL Indonesia (Persero).

The type of this research was observational research with cross-sectional analytic design. The sampling technique used in this study was stratified random sampling. The sample was 44 workers consisting of 31 men and 13 women. The variables of this study consisted of age, education level, marital status, number of family members, work position, type of work, work-family roles (work-to-family conflict, family-to-work conflict, work-to-family facilitation, family-to-work facilitation), and job insecurity. Data collection techniques were carried out by interviews using a questionnaire.

The results showed that the factors related with work-to-family conflict were age (sig = 0.025) and job position (sig = 0.031). The factor related to family-to-work conflict was the level of education (sig = 0.049). The factor related to work-to-family facilitation was the type of work (sig = 0.006). Meanwhile, there were no factors related to family-to-work facilitation also job insecurity. There was no difference between work-family roles, job insecurity in men and women workers in The Regional Division of PT PAL Indonesia (Persero). Also, there was no relationship between work-family roles and job insecurity of workers in The Regional Division of PT PAL Indonesia (Persero). because workers could balance their role in work and family.

The conclusion of this study was there were no difference and relationship between work-family roles and job insecurity in men and women workers in the Regional Division of PT PAL Indonesia (Persero). Companies advised to maintain good working environment conditions and provide counseling facilities for the workforce.

Keywords: *Work-Family Roles, Job Insecurity, Men, Women*

ABSTRAK

Masalah terkait peran pada pekerjaan dan keluarga (peran ganda) dan *job insecurity* menjadi perhatian beberapa tahun terakhir karena dapat mengubah perilaku tenaga kerja. Tujuan penelitian ini adalah menganalisis peran ganda dan *job insecurity* pada tenaga kerja pria dan wanita di Divisi Kawasan PT PAL Indonesia (Persero).

Jenis penelitian ini adalah observasional dengan rancang bangun *cross sectional* analitik. Teknik pengambilan sampel menggunakan *stratified random sampling*. Sampel sebesar 44 tenaga kerja yang terdiri dari 31 pria dan 13 wanita. Variabel penelitian ini terdiri dari usia, tingkat pendidikan, status pernikahan, jumlah anggota keluarga, posisi pekerjaan, jenis pekerjaan, peran ganda (*work-to-family conflict*, *family-to-work conflict*, *work-to-family facilitation*, *family-to-work facilitation*), dan *job insecurity*. Teknik pengumpulan data dengan cara wawancara menggunakan kuesioner.

Hasil penelitian menunjukkan bahwa faktor yang berhubungan dengan *work-to-family conflict* adalah usia ($sig=0,025$) dan posisi pekerjaan ($sig=0,031$). Faktor yang berhubungan dengan *family-to-work conflict* adalah tingkat pendidikan ($sig=0,049$). Faktor yang berhubungan dengan *work-to-family facilitation* adalah jenis pekerjaan ($sig=0,006$). Sedangkan, tidak ada faktor yang berhubungan dengan *family-to-work facilitation* maupun *job insecurity*. Tidak terdapat perbedaan antara peran ganda, *job insecurity* pada tenaga kerja pria dan wanita di Divisi Kawasan PT PAL Indonesia (Persero). Selain itu, tidak terdapat hubungan antara peran ganda dengan *job insecurity* pada tenaga kerja di Divisi Kawasan PT PAL Indonesia (Persero) karena tenaga kerja dapat menyeimbangkan peran di pekerjaan dan keluarga.

Kesimpulan penelitian ini adalah tidak terdapat perbedaan dan hubungan antara peran ganda dan *job insecurity* pada tenaga kerja pria dan wanita di Divisi Kawasan PT PAL Indonesia (Persero). Perusahaan disarankan untuk tetap mempertahankan kondisi lingkungan kerja yang baik dan menyediakan fasilitas konseling bagi tenaga kerja.

Kata Kunci: *Peran Pekerjaan-Keluarga, Job Insecurity, Pria, Wanita*