

ABSTRAK

Ermayanti, Putu (2022). *Pengaruh Kesesuaian Peran Kerja dan Konflik Peran Terhadap Kinerja Pegawai Tata Usaha Pada SMK Negeri Di Kabupaten Buleleng*. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: Kesesuaian Peran Kerja, Konflik Peran, Kinerja Pegawai, Uji Path Analysis

Penelitian ini bertujuan untuk mengetahui pengaruh kesesuaian peran kerja dan konflik peran terhadap kinerja pegawai tata usaha pada SMK Negeri di Kabupaten Buleleng. Jenis penelitian ini adalah penelitian kuantitatif secara *ex-post facto*. Lokasi penelitian yaitu SMK Negeri yang berlokasi di Kabupaten Buleleng, Bali. Subjek dalam penelitian ini adalah pegawai Tata Usaha sedangkan Objek penelitian ini adalah Kesesuaian Peran Kerja, Konflik Peran dan Kinerja Pegawai Tata Usaha. Populasi pada penelitian ini adalah seluruh pegawai tata usaha berjumlah 195 responden dengan formula perhitungan rumus Slovin. Teknik pengambilan data menggunakan metode kuisioner yang diisi melalui *Google Form* dengan sistem *Stratifiedl Random Sampling* yang alokasinya proposional. Teknik analisis data menggunakan Uji *Path Analysis*. Hasil penelitian menunjukkan : (1) Kesesuaian peran kerja dan konflik peran berpengaruh langsung positif dan signifikan terhadap variabel kinerja pegawai (Y). (2) Kesesuaian peran kerja terhadap konflik peran tata usaha menunjukkan dengan nilai p- value yang diperoleh lebih kecil dari nilai angka kritis, sehingga X1 berpengaruh langsung positif dan signifikan terhadap X2. (3) Kesesuaian peran kerja terhadap kinerja pegawai tata usaha menunjukkan nilai p-value yang didapatkan lebih kecil dari angka kritis, sehingga X2 berpengaruh langsung positif dan signifikan terhadap Y. (4) Konflik peran terhadap kinerja pegawai tata usaha untuk variabel X2 berpengaruh langsung positif dan signifikan terhadap kinerja pegawai Y.

ABSTRACT

Ermayanti, Putu (2022). *The Effect of Work Role Conformity and Role Conflict on the Performance of Administrative Employees at State Vocational Schools in Buleleng Regency*. Thesis, Management Science, Graduate Program, Ganesha University of Education.

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This study was aimed to determine the effect of work role suitability and role conflict on the performance of administrative employees at SMK Negeri in Buleleng Regency. This type of research is ex-post facto quantitative research. The research location was a State Vocational School located in Buleleng Regency, Bali. The subjects in this study were administrative employees while the object of this research was the suitability of work roles, role conflicts and performance of administrative employees. The population in this study were all administrative employees totaling 195 respondents with the Slovin formula calculation formula. The data collection technique used a questionnaire method filled in via Google Form with a Proportional Random Sampling system. The data analysis technique used Path Analysis Test. The results of the research showed: (1) Work role suitability and role conflict have a positive and significant direct effect on the employee performance variable (Y). (2) The suitability of work roles against administrative role conflicts shows that the p-value obtained is smaller than the critical number value, therefore X1 has a positive and significant direct effect on X2. (3) The suitability of work roles on the performance of administrative employees shows that the p-value obtained is smaller than the critical number, so that X2 has a positive and significant direct effect on Y. (4) Role conflict on the performance of administrative employees for the X2 variable has a positive direct effect and significant to employee performance Y.