

**“PENGARUH KONFLIK PERAN KERJA KELUARGA DAN STRES
KERJA TERHADAP KEPUASAN KERJA PEGAWAI WANITA
(Studi Kasus Pada Kantor Disdikpora Singaraja)”**

Oleh

Made Anggi Yuliana Pratiwi, NIM 2117041103

Jurusan Manajemen

ABSTRAK

Riset dilaksanakan agar dampak konflik peran kerja keluarga serta tekanan kerja pada keterpuasaan kerja pegawai wanita di Kantor Disdikpora Singaraja. Desain penelitian yang digunakan kuantitatif kausal terhadap pegawai wanita berstatus PNS di Kantor Disdikpora Singaraja menggunakan kuesioner sebagai alat pengumpulan data yang akan dianalisis dengan menggunakan analisis regresi linear berganda melalui bantuan program SPSS versi 25.0 *for Windows*. Adapun sampel dalam penelitian ini berjumlah 35 responden dengan teknik sampling jenuh yang termasuk dalam *non probability sampling*. Partisipan penelitian adalah staf wanita berstatus PNS di Kantor Disdikpora Singaraja, dengan fokus padapertentangan kerja keluarga, tekanan pekerjaan, serta keterpuasaan kerja mereka. Temuannya mengindikasikan bahwa ketegangan peran keluarga-profesi dan tekanan pekerjaan masing-masing memiliki dampak negatif yang bermakna terhadap kepuasan kerja staf wanita di Kantor Disdikpora Singaraja. Selain itu, kombinasi kedua faktor tersebut (konflik peran kerja-keluarga serta tekanan pekerjaan) secara bersamaan turut memberikan dampak negatif terhadap kepuasan kerja mereka.

Kata kunci: kepuasan kerja, konflik peran kerja keluarga, dan stres kerja.

**“THE EFFECT OF WORK-FAMILY ROLE CONFLICT AND WORK
STRESS ON FEMALE EMPLOYEES’ JOB SATISFACTION (Case Study
at Singaraja Education Office)”**

By

Made Anggi Yuliana Pratiwi, NIM 2117041103

Management Department

ABSTRACT

The research was conducted to determine the impact of work-family role conflict and work stress on female employees’ job satisfaction at Singaraja Education Office. The research design used was quantitative causal on female civil servants at Singaraja Education Office using questionnaires as a data collection tool to be analyzed using multiple linear regression analysis through the assistance of SPSS version 25.0 for Windows. The sample in this study was 35 respondents with a saturated sampling technique included in non-probability sampling. The research participants were female civil servants at Singaraja Education Office, focusing on work-family conflict, work stress, and their job satisfaction. The findings indicate that family-professional role tension and work pressure each have a significant negative impact on the job satisfaction of female staff at the Singaraja Education Office. In addition, the combination of both factors (work-family role conflict and work pressure) simultaneously also have a negative impact on their job satisfaction.

Keywords: *job satisfaction, work-family role conflict, and work stress.*