

PERBEDAAN TINGKAT *WORK-FAMILY CONFLICT* PADA PEGAWAI NEGERI SIPIL DAN MARKETER BERDASARKAN JADWAL KERJA

Anastasia Irani Artika Dhaniheswara

ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan *work-family conflict* pada Pegawai Negeri Sipil dan marketer yang dilihat dari jadwal kerja. Teknik pengambilan sampel menggunakan teknik *probability sampling* dengan jumlah subjek sebanyak 68 orang. Subjek pada penelitian ini adalah pegawai negeri sipil dan marketer. Penelitian ini menggunakan Skala *Work-Family Conflict*. Realiabilitas Skala *Work-Family Conflict* adalah 0,892. Metode analisis data dilakukan menggunakan uji hipotesis *Independent Samples T-Test*. Berdasarkan hasil analisis yang telah dilakukan, diperoleh signifikansi atau t hitung sebesar 3,281. Hal ini menunjukkan bahwa hipotesis penelitian diterima yang artinya ada perbedaan yang signifikan antara *work-family conflict* antara PNS dan marketer berdasarkan jadwal kerja.

Kata kunci: *Work-family Conflict*, Pegawai Negeri Sipil, Marketer, Jadwal Kerja



DIFFERENCES OF WORK-FAMILY CONFLICT LEVEL IN CIVIL STATE AND MARKETER THAT REVIEWED FROM WORK SCHEDULE

ABSTRACT

This study aimed to determine the difference of work-family conflict level in civil servants and marketer based on work schedule. The sampling technique used probability sampling techniques with a number of subjects as many as 68 people. The subjects in this study were civil servants and marketers. This study used a Scale Work-Family Conflict. The reliability of the Work-Family Conflict Scale was 0,892. Data analysis methods were carried out used the Independent Samples T-Test hypothesis test. Based on the results of the analysis that had carried out, obtained significance or t count of 3.281. This showed that the research hypothesis was accepted which means that there was a significant difference between work-family conflict between civil servants and marketer.

Keywords: Work-family Conflict, Civil State, Marketer, Work Schedule

