

ABSTRAK

PENGARUH WORK FAMILY CONFLICT, SHIFT KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PERAWAT WANITA (Studi Kasus Pada Perawat Wanita di Rumah Sakit Brayat Minulya Surakarta)

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh *work family conflict*, shift kerja, dan lingkungan kerja terhadap kinerja perawat wanita Rumah Sakit Brayat Minulya, (2) pengaruh parsial *work family conflict* terhadap kinerja perawat wanita di Rumah Sakit Brayat Minulya, (3) pengaruh parsial shift kerja terhadap kinerja perawat wanita di Rumah Sakit Brayat Minulya, (4) pengaruh parsial lingkungan kerja terhadap kinerja perawat wanita di Rumah Sakit Brayat Minulya. Data diperoleh melalui teknik kuesioner dengan jumlah responden sebanyak 100 orang. Data yang diperoleh dianalisis secara deskriptif melalui uji regresi linier berganda. Hasil dari penelitian ini menunjukkan bahwa: (1) *work family conflict*, shift kerja, dan lingkungan kerja berpengaruh secara simultan terhadap kinerja perawat wanita, (2) variabel *work family conflict* secara parsial tidak memiliki pengaruh terhadap kinerja perawat wanita, (3) variabel shift kerja secara parsial tidak memiliki pengaruh terhadap kinerja perawat wanita, (4) variabel lingkungan kerja secara parsial memiliki pengaruh terhadap kinerja perawat wanita.

Kata kunci: *work family conflict*, shift kerja, lingkungan kerja, perawat wanita

ABSTRACT

***THE INFLUENCE OF WORK FAMILY CONFLICT, WORK SHIFTS AND
WORK ENVIRONMENT ON FEMALE NURSES WORK PERFORMANCE
(Case Study On Female Nurse At Brayat Minulya Hospital in Surakarta)***

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This study aims to determine: (1) the simultaneous influence of work-family conflict, work shifts, and work environment on the performance of female nurses at Brayat Minulya Hospital, (2) the partial influence of work-family conflict on the performance of female nurses at Brayat Minulya Hospital, (3) the partial influence of work shifts on the performance of female nurse at Brayat Minulya Hospital, (4) the partial influence of work environment on the performance of female nurses at Brayat Minulya Hospital. Data were collected by distributing a questionnaire to 100 respondents. The data were analyzed with multiple linear regression tests. The results of this study indicate that: (1) work family conflict, work shifts, and work environment simultaneous influence performance of the female nurses, (2) work family conflict partially does not influence performance of the female nurses, (3) work shift partially does not influence performance of the female nurses, (4) work environment partially influence performance variable of the female nurses.

Keywords: work-family conflict, work shifts, work environment, female nurses