

HUBUNGAN KONFLIK PERAN GANDA DAN STRES KERJA DENGAN KUALITAS TIDUR PADA TENAGA KEPENDIDIKAN WANITA DI LINGKUNGAN UNIVERSITAS GADJAH MADA

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INTISARI

Latar Belakang: Kualitas tidur merupakan indikator penting kesehatan yang rentan menjadi permasalahan bagi pekerja. Sekitar 25-30% populasi dewasa global mengalami insomnia, dengan prevalensi insomnia ringan mencapai 33% di Indonesia. Ketimpangan tuntutan pekerjaan dan tanggung jawab domestik yang lebih tinggi pada wanita, dapat menimbulkan konflik peran dan stres kerja yang berdampak pada kesehatan dan kualitas tidur. Penelitian ini berfokus pada tenaga kependidikan wanita di Universitas Gadjah Mada (UGM) dan dampak program *Health Promoting University* (HPU) terhadap kualitas hidup pekerja.

Tujuan: Penelitian ini bertujuan untuk menganalisis hubungan konflik peran ganda dan stres kerja dengan kualitas tidur pada tenaga kependidikan wanita di UGM, serta menguji peran stres kerja sebagai mediator.

Metode: Penelitian ini menggunakan desain studi *cross sectional* dan melibatkan 72 tenaga kependidikan wanita UGM. Subjek penelitian dipilih melalui teknik *stratified purposive sampling* dari lima fakultas di UGM, dengan penelitian dilakukan secara luring pada November-Oktober 2025. Instrumen yang digunakan meliputi *Work and Family Conflict Scale* (WAFCS), *Work Stress Scale* (WSS), dan *Pittsburgh Sleep Quality Index* (PSQI) versi bahasa Indonesia. Analisis data dilakukan uji bivariat melalui uji *Chi-square* dan uji multivariat mediasi melalui uji regresi logistik berganda..

Hasil: Mayoritas responden mengalami konflik peran ganda rendah (53,9%) dan stres kerja ringan hingga tidak ada (82%). Akan tetapi, lebih dari separuh responden (52,8%) memiliki kualitas tidur yang rendah, terutama terkait disfungsi di siang hari. Hasil *Chi-square* menunjukkan hubungan signifikan antara konflik peran ganda dengan kualitas tidur ($p = 0,009$) dan stres kerja dengan kualitas tidur ($p = 0,011$). Dalam analisis mediasi, stres kerja berperan sebagai mediator penuh (efek tidak langsung: $a \times b = 0,425$; CI 95% = 0,040–1,282), dengan model regresi menjelaskan 22,3% variasi kualitas tidur.

Kesimpulan: Konflik peran ganda secara tidak langsung memengaruhi kualitas tidur melalui stres kerja pada tenaga kependidikan wanita di UGM. Temuan ini menekankan pentingnya intervensi berbasis manajemen stres.

Kata kunci: konflik peran ganda; stres kerja; kualitas tidur; pekerja wanita

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**THE RELATIONSHIP BETWEEN WORK-FAMILY CONFLICT
AND WORK-RELATED STRESS WITH SLEEP QUALITY
AMONG FEMALE EDUCATIONAL STAFF IN UNIVERSITAS GADJAH MADA**

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ABSTRACT

Background: Sleep quality is an important health indicator and is a prevalent concern among workers. An estimated 25-30% of the global adult population experiences insomnia, with the prevalence of mild insomnia reaching 33% in Indonesia. The imbalance between occupational and domestic responsibilities which is more pronounced among women, can lead to work-family conflicts and work-related stress, both of which affect health and sleep quality. This study focuses on female educational staff at Gadjah Mada University (UGM) and examines the impact of the Health Promoting University (HPU) program on employee's quality of life.

Objective: This study aims to analyse the relationship between work-family conflict and work-related stress with sleep quality among female educational staff at UGM, and to assess the mediating role of work-related stress.

Methods: This cross-sectional study involved 72 UGM female educational staff. Subjects were selected through stratified purposive sampling and collected at UGM from October–November 2024. Instruments included were the Indonesian version of the Work and Family Conflict Scale (WAFCS), Work Stress Scale (WSS), and the Pittsburgh Sleep Quality Index (PSQI). Data analysis involved bivariate tests using Chi-square and multivariate mediation analysis using multiple logistic regression.

Result: Most respondents experienced low work-family conflict (53.9%) and mild to no work stress (82%). However, over half of the respondents (52.8%) exhibited poor sleep quality, primarily due to daytime dysfunction. Chi-square analysis revealed significant relationships between work-family conflict with sleep quality ($p = 0,009$) and between work-related stress with sleep quality ($p = 0,011$). Mediation analysis indicated that work-related stress act as a full mediator (indirect effect: $a \times b = 0,425$; 95% CI = 0,040–1,282), with the regression model explaining 22,3% of the variation in sleep quality.

Conclusion: Work-family conflict indirectly affects sleep quality through work stress among female educational staff at UGM. These findings highlight the importance of intervention focused on stress management.

Keywords: work-family conflict; work-related stress; sleep quality; female worker

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