

ABSTRACT

The study examines the relationship between dual career conflict and turnover intentions along with mediating effect of job stress on dual career conflict and turnover intentions. The Data was collected through selfadministered questionnaire from 90 respondents of Badan Pemeriksa Keuangan RI unit of Central Java Province. The test of mediaton model is performed using the method developing by Baron & Kenny (1986); test of moderating effects is conducted using hierarchical regression analysis. Results of investigation confirmed the significant positive relationship between work-family conflict and turnover intentions, and that job stress not become mediates positively in dual career conflict and turnover intentions link. Limitation of the present research is, of cross sectional data. Much of the past research has been mostly conducted for auditors in private sector organization, where the work cultures is different, thus, raising questions regarding generalizability of the findings to the work culture on public sector organization. This study attempts to fill the gap to examine the effects of dual career conflict on turnover intentions in public sector organization culture at BPK-RI.

Keywords: *Dual career conflict, work stress, turnover intention*

INTISARI

Studi ini meneliti hubungan antara konflik peran ganda dan intensi *turnover* bersamaan dengan efek mediasi stres kerja terhadap konflik peran ganda dan intensi *turnover*. Data dikumpulkan melalui kuesioner yang disebarakan langsung kepada 90 responden auditor BPK-RI Perwakilan Provinsi Jawa Tengah. Pengujian model mediasi dilakukan menggunakan metode Baron & Kenny (1986); dengan menggunakan metode analisis regresi berganda. Hasil penelitian mengkonfirmasi hubungan positif yang signifikan antara konflik peran ganda dan intensi *turnover*, dan stres kerja tidak menjadi perantara secara positif dalam hubungan konflik peran ganda dan intensi *turnover*. Keterbatasan penelitian ini adalah data bersifat *cross sectional*. Sebagian besar penelitian terdahulu telah dilakukan pada auditor sektor swasta, dimana budaya kerja berbeda, sehingga menimbulkan pertanyaan mengenai generalisasi temuan terhadap budaya kerja pada organisasi auditor di sektor publik. Penelitian ini bertujuan untuk menguji dampak konflik karir ganda terhadap intensi turnover dalam budaya organisasi di sektor publik pada BPK-RI.

Kata kunci: Konflik peran ganda, stres kerja, intensi *turnover*.