



## PERAN *WORK-FAMILY CONFLICT* TERHADAP KEPUASAN KERJA KARYAWATI INDUSTRI TEXTILE

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### INTISARI

Penelitian ini bertujuan untuk menguji peran *work-family conflict* terhadap kepuasan kerja pada karyawan pabrik tekstil dan produk tekstil. Penelitian dilakukan di PT Usman Jaya Mekar Textile yang berlokasi di Tempuran, Magelang, Jawa Tengah dengan subjek penelitian sebanyak 99 karyawan. Hipotesis penelitian ini adalah “*work-family conflict* memiliki peranan signifikan negatif terhadap kepuasan kerja pada karyawan pabrik tekstil”. Alat ukur yang digunakan dalam penelitian ini adalah skala adaptasi *Job Satisfaction Scale* dengan koefisien reliabilitas sebesar 0,869 dan skala adaptasi *Work-Family Conflict* dengan koefisien reliabilitas sebesar 0,826. Analisis data penelitian dilakukan dengan teknik analisis regresi linier sederhana menunjukkan bahwa *work-family conflict* berperan signifikan terhadap kepuasan kerja ( $F=12,853$ ,  $p<0.01$ ), ( $\beta = -0,683$ ) dengan sumbangan efektif sebesar 11,7% ( $R^2 = 0,117$ ).

**Kata kunci :** *work-family conflict*; kepuasan kerja; karyawan.



***THE ROLE OF WORK-FAMILY CONFLICT TOWARDS JOB SATISFACTION  
AMONG FEMALE WORKERS IN TEXTILE INDUSTRY***

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**ABSTRACT**

*This study aimed to examine the role of work-family conflict towards job satisfaction of the female workers in textile industry. This study took place in PT Usman Jaya MekarTextile which is located in Tempuran, Magelang, Central Java with 99 female workers as the subject. The hypothesis stated that work-family conflict has a role towards job satisfaction among female workers in textile industry. The data were collected using Job Satisfaction Scale with alpha coefficient reliability 0,869 and Work-Family Conflict Scale with alpha coefficient reliability 0,826. The analysis used in this study is simple linear regression technique and the result indicated that work-family conflict plays significant role to the female workers' job satisfaction ( $F=12,853$ ,  $p \leq 0.01$ ), ( $\beta = -0,683$ ) with contribution as much as 11,7% ( $R^2 = 0,117$ ).*

**Keywords:** *work-family conflict; job satisfaction; female workers*