

*ANTESEDEN WORK-FAMILY CONFLICT PEREMPUAN
MENIKAH DAN BEKERJA, STUDI PADA DOSEN TETAP
PERGURUAN TINGGI SWASTA DI JAKARTA*

Abstrak

Penelitian mengenai work family conflict di kalangan akademisi belum banyak dilakukan. Penelitian ini bertujuan menemukan faktor-faktor yang menyebabkan terjadinya work family conflict pada perempuan menikah dan bekerja sebagai dosen PTS di Jakarta dan sekitarnya. Dengan menggunakan teori conflict dalam perspektif pengkayaan sumber daya, penelitian ini mengangkat faktor time management behavior (sumber daya personal), dukungan pasangan (sumber daya dari relasi sosial), dan Peran asisten rumah tangga (sumber daya yang ditambahkan dari luar), dilakukan analisis SEM untuk melihat pengaruh langsung dan tidak langsung variabel-variabel tersebut melalui job involvement dan family involvement. Dengan 200 responden dosen tetap perempuan dari PTS di Jakarta dan sekitarnya, diketahui hanya variabel time management behavior yang berpengaruh secara signifikan terhadap work family conflict tipe work to family conflict. Temuan menarik dari penelitian ini adalah Peran asisten rumah tangga berpengaruh secara signifikan terhadap dukungan pasangan baik yang aktual maupun perceived dan terhadap sharing parenting. Hal ini menunjukkan pada keluarga dual earner, Peran asisten rumah tangga berpengaruh positif bagi relasi antar pasangan dan dalam menjaga keberfungsiaan peran dalam sebuah keluarga.

Kata kunci: work-family conflict, dukungan pasangan, asisten rumah tangga, time management behavior

ANTESEDENT WORK-FAMILY CONFLICT OF MARRIED
AND WORKING WOMEN, STUDY AMONG LECTURER OF
PRIVATE HIGHER EDUCATION IN JAKARTA AND
SURROUNDING

Abstract

Research on work family conflict in academics has not been done much. This study aims to find the factors that cause work family conflict in married women and work as PTS lecturers of private higher education (PTS) in Jakarta and its surroundings. By using the theory of conflict in a resource enrichment perspective, this study raises the factors of time management behavior (personal resources), partner support (resources from social relations), and the performance of household assistants (added resources from the outside family member), using structural equation model to see the direct and indirect effects of these variables through job involvement and family involvement. By 200 respondents of female lecturers from PTS in Greater Area of Jakarta, the result shows that only the time management behavior variable had a significant effect on work family conflict type work to family conflict. The interesting finding from this study is that the performance of household assistants has a significant effect on partner support, both actual and perceived, and on sharing parenting. This shows that for dual earner families, the performance of household assistants has a positive effect on relations between partners in dual earner family.

Keywords: work-family conflict, spousal support, housemaid, household assistant, time management behavior