

INTISARI

Tujuan dari penelitian ini adalah untuk mengukur pengaruh dari *precarious work* terhadap kepuasan karier dengan aspek mediasi stres dan konflik kerja-keluarga dalam konteks pekerja lepas di bidang IT di Indonesia. Data survei didapatkan dari 110 orang pekerja lepas di bidang IT yang berdomisili di kota-kota besar di Indonesia. Analisis data dilakukan dengan menggunakan *Structured Equation Model Partial Least Square* (SEM-PLS) dengan alat analisis WarpPLS versi 7.0. Hasil analisis data menunjukkan bahwa *precarious work* memiliki hubungan negatif terhadap kepuasan karier pekerja lepas di bidang IT baik secara langsung maupun tidak langsung melalui stres. Akan tetapi *precarious work* akan memiliki hubungan positif terhadap kepuasan karier pekerja lepas di bidang IT apabila melalui konflik kerja-keluarga; hal ini bisa dijelaskan dengan adanya aspek *positive spillover* yang datang bersamaan dengan konflik kerja-keluarga. Penelitian ini memiliki kontribusi baik teoritis maupun praktis serta memberikan beberapa saran untuk penelitian lebih lanjut.

Kata kunci: *precarious work*, kepuasan karier, stres, konflik kerja-keluarga, pekerja lepas, *freelancer*.

ABSTRACT

The purpose of this study was to measure the effect of precarious work on career satisfaction by mediating aspects of stress and work-family conflict in the context of freelancers in the IT sector in Indonesia. The survey data was obtained from 110 freelancers in the IT sector who live in big cities in Indonesia. Data analysis was performed using the Structured Equation Model-Partial Least Square (SEM-PLS) with the analysis tool WarpPLS version 7.0. The results of the data analysis show that precarious work has a negative relationship with career satisfaction of freelancers in the IT field either directly or indirectly through stress. However, precarious work will have a positive relationship with the career satisfaction of freelancers in the IT field if it is mediated by work-family conflict; this effect can be explained by the positive spillover aspect that comes along with work-family conflict. This research has both theoretical and practical contributions and provides some suggestions for further research.

Keyword: precarious work, career satisfaction, stress, work-family conflict, freelancer.