

Peran *Work-Family Conflict* terhadap Intensi *Turnover* pada Wanita Bekerja

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Abstrak

Saat ini, semakin banyak wanita yang memutuskan untuk berpartisipasi dalam dunia kerja yang mengakibatkan adanya penambahan peran wanita, yaitu menjadi ibu rumah tangga sekaligus karyawan. Adanya penambahan peran ini tentu akan membawa dampak bagi aspek keluarga dan pekerjaan, salah satunya adalah timbulnya *work-family conflict*. Penelitian yang dilakukan ini bertujuan untuk mengetahui peran *work-family conflict* terhadap intensi *turnover* pada wanita bekerja. Alat ukur yang digunakan dalam penelitian ini adalah Skala *Expressed Intention Turnover* dan Skala *Work-Family Conflict*. Hipotesis penelitian ini adalah *work-family conflict* berperan positif terhadap intensi *turnover* pada wanita bekerja. Analisis data menggunakan metode regresi linear sederhana pada 101 wanita yang bekerja di perusahaan swasta. Hasil penelitian menunjukkan bahwa *work-family conflict* berperan positif terhadap intensi *turnover* pada wanita bekerja.

Kata kunci : *work-family conflict*, intensi *turnover*, wanita bekerja

***The Role of Work-Family Conflict toward Turnover Intention
in Working Women***

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Abstract

Currently, more and more women are deciding to participate in the working world which has resulted in the addition of women's roles, namely being both housewife and employee. This role addition will certainly have an impact on family and work aspects, one of which is the emergence of work-family conflict. This research aims to determine the role of work-family conflict toward turnover intention in working women. The instruments used in this research are adapted from Expressed Intention Turnover Scale and Work-Family Conflict Scale. The hypothesis of this research is work-family conflict has a positive role towards turnover intention in working women. Data analysis was done using simple linear regression method on 101 women who work in private companies. The result of this research showed that work-family conflict have a positive role towards turnover intention in working women.

Keywords : *work-family conflict, turnover intention, working women*