

ABSTRAK

HUBUNGAN ANTARA *HARDINESS* DENGAN *WORK FAMILY CONFLICT* PADA PERAWAT WANITA YANG SUDAH MENIKAH DI RSJ H.B SAANIN PADANG

Penelitian ini bertujuan untuk mengetahui hubungan antara *hardiness* dengan *work family conflict* pada perawat wanita yang sudah menikah di RSJ H.B Saanin Padang. Variabel bebas dalam penelitian ini adalah *hardiness* dan variabel terikat dalam penelitian ini adalah *work family conflict*. Teknik pengambilan sampel dalam penelitian ini adalah teknik *purposive sampling* yaitu penentuan sampel dengan pertimbangan tertentu berdasarkan kategori dan karakteristik yang dilakukan peneliti. Sampel dalam penelitian ini adalah 60 orang perawat wanita yang sudah menikah di RSJ H.B Saanin Padang. Hasil uji coba menunjukkan koefisien validitas pada skala *hardiness* berpindah dari $r_{ix} = 0,305$ ke $r_{ix} = 0,912$ dengan koefisien reliabilitas sebesar 0,945 sedangkan koefisien validitas pada skala *work family conflict* berpindah dari $r_{ix} = 0,372$ ke $r_{ix} = 0,926$ dengan koefisien reliabilitas sebesar 0,971. Berdasarkan hasil analisis data diperoleh nilai korelasi sebesar -0,602 dengan taraf signifikansi $p = 0,000$ yang berarti hipotesis diterima. Hal ini menunjukkan bahwa terdapat hubungan yang sangat signifikan antara *hardiness* dengan *work family conflict* pada perawat wanita yang sudah menikah di RSJ H.B Saanin Padang dengan arah hubungan negatif. Sumbangan efektif *hardiness* dengan *work family conflict* adalah sebesar 36%.

Kata kunci: *Hardiness*, *Work Family Conflict*, Perawat Wanita, Menikah, Padang

ABSTRACT

THE RELATIONSHIP BETWEEN HARDINESS AND WORK FAMILY CONFLICT IN MARRIED WOMEN NURSES AT RSJ H.B SAANIN PADANG

This study aims to determine the relationship between hardiness and work family conflict among married female nurses at the H.B Saanin Hospital, Padang. The independent variable in this study is hardiness and the dependent variable in this study is work family conflict. The sampling technique in this study was a purposive sampling technique, namely determining the sample with certain considerations based on the categories and characteristics carried out by the researcher. The sample in this study were 60 married female nurses at H.B Saanin Padang Hospital. The test results showed that the validity coefficient on the hardiness scale moved from $r_{ix} = 0.305$ to $r_{ix} = 0.912$ with a reliability coefficient of 0.945 while the validity coefficient on the work family conflict scale moved from $r_{ix} = 0.372$ to $r_{ix} = 0.926$ with a reliability coefficient of 0.971. Based on the results of data analysis, a correlation value of -0.602 was obtained with a significance level of $p = 0.000$, which means that the hypothesis is accepted. This shows that there is a very significant relationship between hardiness and work family conflict in married female nurses at RSJ H.B Saanin Padang with a negative relationship. The effective contribution of hardiness to work family conflict is 36%.

Keywords: *Hardiness, Work Family Conflict, Female Nurse, Married, Padang*