

ABSTRAK

HUBUNGAN ANTARA *ADVERSITY QUETIONT* DENGAN *WORK FAMILY CONFLICT* PADA PEGAWAI WANITA DI DINAS PENDIDIKAN PROVINSI SUMATERA BARAT

Penelitian ini bertujuan untuk mengetahui Hubungan antara *Adversity Quetiont* dengan *Work Family Conflict* pada Pegawai Wanita di Dinas Pendidikan Provinsi Sumatera Barat. Variabel *independent* dalam penelitian ini adalah *Adversity Quetiont* dan variabel *dependent* adalah *Work Family Conflict*. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah Teknik Sampel Jenuh yaitu teknik penentuan sampel bila semua anggota sebagai sampel penelitian. Sampel dalam penelitian ini adalah dengan jumlah sampel 89 orang Pegawai Wanita di Dinas Pendidikan Provinsi Sumatera Barat. Uji validitas menggunakan *Corrected Item-Total Correlation* dan uji reliabilitas menggunakan teknik *Alpha Crobach*. Hasil uji coba menunjukkan koefisien validitas pada skala *Adversity Quetiont* berkisar dari 0,315 sampai dengan 0,762 dengan koefisien reliabilitas $\alpha = 0,912$. Hasil koefisien validitas pada skala *Work Family Conflict* berkisar dari 0,312 sampai dengan 0,756, dengan koefisien reliabilitas $\alpha = 0,911$. Berdasarkan analisis data, diperoleh nilai korelasi $r = -0,445$ dengan taraf signifikan korelasi $(p) = 0,000$. Berarti terdapat hubungan signifikan dengan arah negatif antara *Adversity Quetiont* dengan *Work Family Conflict* pada Dinas Pendidikan Provinsi Sumatera Barat. Sehingga dapat diartikan bahwa hipotesis dalam penelitian ini diterima. Sumbangan efektif variabel *Adversity Quetiont* dengan *Work Family Conflict* adalah sebanyak 20%.

Kata Kunci : *Adversity Quetiont, Work Family Conflict, Pegawai Wanita*

ABSTRACT

THE RELATIONSHIP BETWEEN ADVERSITY QUESTIONS AND WORK FAMILY CONFLICT IN WOMEN EMPLOYEES IN THE EDUCATION SERVICES OF WEST SUMATRA PROVINCE

This research aims to determine the relationship between Adversity Questions and Work Family Conflict among Female Employees at the West Sumatra Provincial Education Office. The independent variable in this research is the Adversity Question and the dependent variable is Work Family Conflict. The sampling technique used in this research is the Saturated Sample Technique, namely the technique for determining the sample if all members are the research sample. The sample in this research was a total sample of 89 female employees at the West Sumatra Provincial Education Office. Validity test uses Corrected Item-Total Correlation and reliability test uses Crobach's Alpha technique. The test results show that the validity coefficient on the Adversity Question scale ranges from 0.315 to 0.762 with a reliability coefficient of $\alpha = 0.912$. The results of the validity coefficient on the Work Family Conflict scale range from 0.312 to 0.756, with a reliability coefficient of $\alpha = 0.911$. Based on data analysis, a correlation value of $r = -0.445$ was obtained with a significant correlation level (p) = 0.000. This means that there is a significant relationship in a negative direction between the Adversity Question and Work Family Conflict at the West Sumatra Provincial Education Office. So it can be interpreted that the hypothesis in this research is accepted. The effective contribution of the Adversity Question variable to Work Family Conflict is 20%.

Keywords: Adversity Question, Work Family Conflict, Female Employees