

## ABSTRAK

### HUBUNGAN ANTARA JOB CHARACTERISTIC DENGAN WORK FAMILY CONFLICT PADA PEGAWAI WANITA DI KEMENTERIAN AGAMA KOTA PADANG

Penelitian ini bertujuan untuk mengetahui secara empiris hubungan antara *job characteristic* dengan *work family conflict*. Penelitian ini menggunakan metode penelitian kuantitatif dengan pengambilan sampel menggunakan teknik *sampling jenuh* sehingga memperoleh sampel sebanyak 36 orang. Uji validitas pada penelitian ini dengan menggunakan *Alpha Cronbac* dan didapatkan hasil pada skala *job characteristic* menunjukkan nilai *corrected item-total correlation* berkisar 0,555 sampai dengan 0,898 dan pada skala *work family conflict* memiliki nilai *corrected item-total correlation* berkisar antara 0,612 sampai dengan 0,917. Pada uji reliabelitas yang menggunakan teknik *Alpha Cronbach* di peroleh nilai koefisien reliabelitas sebesar 0,971 pada skala *job characteristic* dan 0,975 pada skala *work family conflict*. Sedangkan pada uji hipotesis diperoleh nilai korelasi ( *r* ) sebesar 0,550 dengan nilai ( *p* ) sig = 0,001, karena nilai ( *p* ) sig < 0,01, maka keputusannya adalah hipotesis diterima artinya terdapat hubungan yang positif dan sangat signifikan antara *job characteristic* dengan *work family conflict*.

**Kata Kunci :** *Job Characteristic, Work Family Conflict, Pegawai Wanita, Kemenag, Padang.*

## **ABSTRACT**

### **THE RELATIONSHIP BETWEEN JOB CHARACTERISTIC AND WORK FAMILY CONFLICT IN WOMEN EMPLOYEES IN THE MINISTRY OF RELIGION, PADANG CITY**

This research aims to determine empirically the relationship between job characteristics and work family conflict. This research uses quantitative research methods with sampling using a saturated sampling technique to obtain a sample of 36 people. The validity test in this study used Alpha Cronbac and the results obtained on the job characteristic scale showed corrected item-total correlation values ranging from 0.555 to 0.898 and on the work family conflict scale the corrected item-total correlation values ranged from 0.612 to 0.917. In the reliability test using the Alpha Cronbach technique, a reliability coefficient value of 0.971 on the job characteristic scale and 0.975 on the work family conflict scale was obtained. Meanwhile, in the hypothesis test, a correlation value ( $r$ ) of 0.550 was obtained with a value ( $p$ ) sig = 0.001, because the value ( $p$ ) sig < 0.01, the decision was that the hypothesis was accepted, meaning there was a positive and very significant relationship between job characteristics and work. family conflict.

**Keywords:** *Job Characteristics, Work Family Conflict, Female Employees, Ministry of Religion, Padang .*