

ABSTRAK

HUBUNGAN ANTARA *WORK FAMILY CONFLICT* DENGAN *QUALITY WORK LIFE* PADA KARYAWAN WANITA YANG SUDAH MENIKAH DI PT SEMEN PADANG

Penelitian ini dilakukan pada karyawan wanita yang sudah menikah di PT Semen Padang. Tujuan penelitian ini adalah untuk mengetahui hubungan antara *work family conflict* dengan *quality work life* pada karyawan wanita yang sudah menikah di PT Semen Padang. Teknik pemilihan sampel dalam penelitian ini adalah *non probability sampling*. Teknik *non probability sampling* yang digunakan adalah teknik *purposive sampling*, yaitu teknik penentuan sampel yang didasarkan pada pertimbangan tertentu. Uji validitas dan reliabilitas menggunakan *Alpha Cronbach*. Hasil uji coba menunjukkan koefisien validitas pada skala *work family conflict* didapatkan *corrected item- total correlation* berkisar antara 0,306 sampai dengan 0,798, sedangkan koefisien reliabilitasnya sebesar 0,928. Hasil uji coba koefisien validitas skala inovatif karyawan menunjukkan *corrected item-total correlation* berkisar antara 0,307 sampai dengan 0,703, dengan koefisien reliabilitasnya sebesar 0,873. Hasil uji hipotesis menunjukkan besarnya koefisien korelasi sebesar -0,507 dengan taraf signifikan $p= 0,000$ yang berarti dapat disimpulkan bahwa terdapat hubungan yang bertaraf tinggi dan berarah negatif antara *work family conflict* dengan *quality work life*. Nilai negatif menunjukkan bahwa semakin tinggi *work family conflict* maka semakin rendah *quality work life*, dan sebaliknya. Adapun sumbangan efektif dari variabel iklim organisasi dengan perilaku inovatif sebesar 25%.

Kata Kunci : *Work Family Conflict, Quality Work Life, Wanita Karir*

ABSTRACT

THE RELATIONSHIP BETWEEN WORK FAMILY CONFLICT AND QUALITY OF WORK LIFE IN MARRIED WOMAN EMPLOYEES AT PT SEMEN PADANG

This research was conducted on married female employees at PT Semen Padang. The aim of this research was to determine the relationship between work family conflict and quality of work life in married female employees at PT Semen Padang. The sample selection technique in this research is non-probability sampling. The non-probability sampling technique used is purposive sampling technique, namely a sample selection technique that is based on certain considerations. The validity and reliability test uses Cronbach's Alpha. The test results showed that the validity coefficient on the work family conflict scale obtained corrected item-total correlation ranging from 0.306 to 0.798, while the reliability coefficient was 0.928. The results of testing the validity coefficient of the employee innovativeness scale show that the corrected item-total correlation ranges from 0.307 to 0.703, with a reliability coefficient of 0.873. The results of the hypothesis test show that the correlation coefficient is -0.507 with a significant level of $p= 0.000$, which means it can be concluded that there is a high level and negative direction relationship between work family conflict and quality work life. A negative value indicates that the higher the work family conflict, the lower the quality of work life, and vice versa. The effective contribution of the organizational climate variable to innovative behavior is 25%.

Keywords: Work Family Conflict, Quality Work Life, Career Women