

ABSTRAK

Tuntutan dan tekanan yang dialami seorang *single parent* baik dari keluarga maupun dari pekerjaan dapat mempengaruhi tingkat *work satisfaction* yang dialami. Hal tersebut dapat memunculkan suatu konflik yakni *work family conflict* yang terjadi karena adanya ketidakseimbangan antara peran sebagai pekerja dan peran sebagai anggota keluarga. Penelitian ini bertujuan untuk mengetahui hubungan antara *work family conflict* dengan *work satisfaction* pada karyawan *single parent* di Yogyakarta. Subjek pada penelitian ini yaitu karyawan *single parent* yang berjumlah 60 orang. Pengambilan sampel dalam penelitian ini menggunakan teknik *purposive sampling*. Penelitian ini menggunakan dua skala sebagai alat ukur yaitu skala *work satisfaction* (22 aitem $\alpha = 0,853$) dan skala *work family conflict* (16 aitem $\alpha = 0,810$). Berdasarkan hasil analisis korelasi *product moment*, didapatkan bahwa ada hubungan yang signifikan antara *work family conflict* dengan *work satisfaction* ($r_{xy} = - 0,788$ dan $p = 0,000$). Semakin tinggi *work family conflict* yang dimiliki oleh karyawan *single parent* maka semakin rendah *work satisfaction* dan sebaliknya semakin rendah *work family conflict* maka semakin tinggi *work satisfaction* yang dimiliki oleh karyawan *single parent*. Nilai koefisien determinasi (R^2) sebesar 0,621 yang menunjukkan bahwa variabel *work family conflict* memberikan sumbangan efektif sebesar 62,1% terhadap *work satisfaction* dan sisanya dipengaruhi oleh faktor lain.

Kata kunci: *work family conflict, work satisfaction, karyawan single parent*

ABSTRACT

The demands and pressures experienced by a single parent both from family and from work can affect the level of work satisfaction. This can lead to a conflict, namely work family conflict that occurs because of an imbalance between the role of a worker and the role of a family member. This research aims to determine the relationship between work family conflict and work satisfaction for single parent employees in Yogyakarta. The subjects in this research are 60 employees of single parent. Sampling in this research using purposive sampling technique. This research uses two scales, namely work satisfaction scale (22 items = 0.853) and work family conflict scale (16 items = 0.810). Based on the results of the product moment correlation analysis, it was found that there was a significant relationship between work family conflict and work satisfaction ($r_{xy} = -0.788$ and $p = 0.000$). The higher of work family conflict will cause the lower of work satisfaction and conversely the lower of work family conflict will cause the higher of work satisfaction owned by single parent employees. The value of the coefficient of determination (R^2) is 0.621 which indicates that the work family conflict variable provides an effective contribution of 62.1% to work satisfaction and the rest is influenced by other factors.

Keywords: *work family conflict, work satisfaction, single parent employees*