

ABSTRAK

Bagaimana guru wanita memiliki *work-family conflict* dan stres kerja yang tinggi. Penelitian ini bertujuan untuk mengetahui hubungan antara *work-family conflict* dengan stres kerja pada guru wanita di sekolah Al-Fath Cirendeu, hipotesis yang diajukan adalah ada hubungan positif antara *work-family conflict* dengan stres kerja pada guru wanita di sekolah Al-Fath Cirendeu. Subjek dalam penelitian ini berjumlah 40 orang dengan karakteristik subjek penelitian ini guru berjenis kelamin wanita, sudah menikah, dan memiliki anak. Pengambilan subjek menggunakan teknik *purposive sampling* dengan data yang dikumpulkan menggunakan Skala Stres Kerja dan Skala *Work-Family Conflict*. Data dianalisis menggunakan korelasi *product moment*. Berdasarkan analisis data, diperoleh nilai korelasi sebesar 0.803 dengan $p = 0.000$ ($p < 0.005$), sehingga hipotesis dapat diterima. Penelitian ini juga menunjukkan koefisien determinasi (R^2) 0.645, hal tersebut menunjukkan bahwa variabel *work-family conflict* memberikan sumbangan efektif sebesar 64,5% terhadap variabel stres kerja dan sisanya 35,5% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini. Manfaat penelitian ini diharapkan dapat memberikan upaya untuk mengurangi stres kerja pada guru wanita, sehingga diharapkan guru wanita bisa menyelaraskan peran antara sebagai wanita karir dengan ibu didalam keluarga.

Kata kunci : *work-family conflict*, stres kerja, guru wanita

ABSTRACT

How women teachers have high work-family conflict and job stress. This research aims to determine the relationship between work-family conflict and job stress of women teachers at Al-Fath School Cirendeu, hypothesis proposed in this research was that there is a positive correlation between work-family conflict with job stress of preceptress at Al-Fath School Cirendeu. Total subjects of this research were 40 subjects with characteristics female gender, married, and have a children. Taking subjects using purposive sampling with data collected using Job Stress Scale and Work-Family Conflict Scale. Data were analyzed using product moment correlation. Based on the data analysis, the correlation value was 0.803 with $p = 0.000$ ($p < 0.005$), so that the hypothesis can be accepted. This research also shows the coefficient of determination (R^2) 0.645, this shows that the work-family conflict variable provides an effective contribution of 64,5% to the job stress variable and the remaining 35,5% is influenced by other factors not examined in this research. The benefits of this research are expected to provide an effort to reduce job stress on female teachers, so that female teachers able to align their roles as career women with housewife.

Keywords: *work-family conflict, job stress, women teachers*