

HUBUNGAN KONFLIK PERAN GANDA DENGAN KINERJA KARYAWAN WANITA DI LPP RRI YOGYAKARTA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan konflik peran ganda dengan kinerja karyawan wanita di LPP RRI Yogyakarta. Jenis penelitian ini merupakan penelitian korelasional. Subjek penelitian adalah karyawan wanita di LPP RRI Yogyakarta yang sudah dan pernah menikah dan memiliki anak sebanyak 70 orang. Metode pengumpulan data menggunakan Skala Kinerja Karyawan dan Skala Konflik Peran Ganda. Uji validitas menggunakan rumus korelasi *product moment*, dan uji reliabilitas menggunakan rumus *cronbach alpha*. Teknik analisis data menggunakan analisis *product moment* dari Pearson. Hasil penelitian menunjukkan bahwa ada hubungan negatif konflik peran ganda terhadap kinerja pegawai wanita di LPP RRI Yogyakarta. Hal ini ditunjukkan dari nilai r_{hitung} lebih besar dari nilai r_{tabel} ($-0,667 > 0,235$) dan nilai signifikansi sebesar 0,000, yang berarti kurang dari 0,05 ($0,000 < 0,05$). Artinya, semakin tinggi konflik peran ganda maka semakin rendah kinerja pegawai wanita di LPP RRI Yogyakarta. Sebaliknya, semakin rendah konflik peran ganda maka semakin tinggi kinerja pegawai wanita di LPP RRI Yogyakarta.

Kata kunci: konflik peran ganda, kinerja karyawan, dan LPP RRI Yogyakarta

**THE RELATIONSHIP OF MULTIPLE ROLE CONFLICT WITH THE
PERFORMANCE OF FEMALE EMPLOYEES
IN LPP RRI YOGYAKARTA**

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ABSTRACT

This study aims to determine the relationship of multiple role conflict with the performance of female employees in LPP RRI Yogyakarta. This type of research is correlational research. The research subjects were female employees at LPP RRI Yogyakarta who had and had married and had as many as 70 children. The data collection method uses the Employee Performance Scale and the Dual Role Conflict Scale. Test the validity of using the product moment correlation formula, and the reliability test using the Cronbach alpha formula. The data analysis technique uses product moment analysis from Pearson. The results showed that there was a negative relationship between multiple role conflict on the performance of female employees in LPP RRI Yogyakarta. This is indicated by the value of r count is greater than the value of r_{table} ($- 0.667 > 0.235$) and the significance value of 0.000, which means less than 0.05 ($0,000 < 0.05$). That is, the higher the multiple role conflict, the lower the performance of female employees in LPP RRI Yogyakarta. Conversely, the lower the multiple role conflict, the higher the performance of female employees in LPP RRI Yogyakarta.

Keywords: multiple role conflict, employee performance, and LPP RRI Yogyakarta