

Abstrak

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh work-family conflict terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta, (2) Pengaruh motivasi kerja terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta, (3) Pengaruh stress kerja terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta, (4) Pengaruh work-family conflict, motivasi kerja, dan stres kerja terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta.

Penelitian ini dikategorikan sebagai penelitian survey, di mana instrumen penelitian ini berupa kuesioner. Sampel dalam penelitian ini adalah seluruh populasi anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta yang berjumlah 35 orang. Analisis yang digunakan dalam penelitian ini adalah regresi linear berganda, uji-F, uji-T dan hipotesis.

Hasil penelitian menemukan bahwa: (1) Work-family conflict tidak berpengaruh signifikan terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta, sebesar $0.802 < 1.689$ dan tingkat sig $0.429 > 0.05$. (2) Motivasi kerja berpengaruh signifikan terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta, sebesar $4.649 > 1.689$ dan tingkat sig $0.000 < 0.05$. (3) Stres kerja tidak berpengaruh dan tidak signifikan terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta, sebesar $1.425 < 1.689$ dan tingkat sig $0.164 > 0.05$. (4) Pengaruh work-family conflict, motivasi kerja, dan stress terhadap kinerja anggota Kepolisian Sektor Paliyan, Kabupaten Gunungkidul, Yogyakarta secara simultan kerja terdapat pengaruh yang signifikan F hitung sebesar 8.159, dengan tingkat signifikansi 0.000

Kata Kunci : Work Family Conflict, Motivasi Kerja, Stres Kerja, Kinerja Anggota

Abstract

This study aims to determine: (1) The effect of work-family conflict on the performance of members of the police sector in Paliyan, Gunungkidul Regency, Yogyakarta, (2) The effect of work motivation on the performance of members of the Paliyan police sector, Gunungkidul Regency, Yogyakarta, (3) The effect of work stress on the performance of members of the Paliyan police sector, Gunungkidul Regency, Yogyakarta, (4) The effect of work-family conflict, work motivation, and work stress on the performance of members of the Paliyan police sector, Gunungkidul Regency, Yogyakarta.

This research is categorized as a survey research, in which the research instrument is in the form of a questionnaire. The sample in this study was the entire population of members of the police sector of Paliyan, Gunungkidul Regency, Yogyakarta, amounting to 35 people. The analysis used in this study is multiple linear regression, F-test, T-test and hypothesis.

The results found that: (1) Work-family conflict had no significant effect on the performance of members of the police sector in Paliyan, Gunungkidul Regency, Yogyakarta, amounting to 0.802 <1,689 and sig level 0.429> 0.05. (2) Work motivation has a significant effect on the performance of members of the police sector of Paliyan, Gunungkidul Regency, Yogyakarta, amounting to 4,649 > 1,689 and sig level 0,000 <0.05. (3) Work stress has no effect and is not significant on the performance of members of the police sector in Paliyan, Gunungkidul Regency, Yogyakarta, amounting to 1,425 <1,689 and sig level 0.164> 0.05. (4) The influence of work-family conflict, work motivation, and stress on the performance of members of the police sector of Paliyan, Gunungkidul Regency, Yogyakarta simultaneously, there is a significant influence F count of 8,159, with a significance level of 0,000

Keywords: *Work family conflict*, Work Motivation. Job Stress, Member Performance