

**HUBUNGAN ANTARA BEBAN KERJA DENGAN *WORK FAMILY*  
*CONFLICT* PADA PEKERJA WANITA PERUSAHAAN GARMEN DI JAWA  
TENGAH**

Anindya Annisa Ramadhani

Emi Zulaifah

**INTISARI**

Penelitian ini bertujuan untuk mengetahui hubungan antara beban kerja dengan *work family conflict* pada pekerja wanita di perusahaan garmen Jawa Tengah. Hipotesis yang diajukan adalah ada hubungan positif antara beban kerja dengan *work family conflict*. Skala yang digunakan dalam penelitian ini adalah Skala *Work Family Conflict* (Greenhaus & Buttel, 1985), skala Beban Kerja NASA TLX (*Task Load Index*) (Hart & Staveland, 1988) diberikan kepada 95 pekerja di Perusahaan garmen Jawa Tengah. Hasil penelitian menunjukkan bahwa tidak ada hubungan antara beban kerja dengan *work family conflict* pada pekerja wanita perusahaan garmen Jawa Tengah. Namun demikian, berdasarkan hasil uji korelasi tambahan, diperoleh hasil bahwa terdapat korelasi antara *mental demand*, *physical demand*, dan *effort* dengan *work family conflict*.

**Kata kunci:** Beban Kerja, *Work family conflict*, Pekerja Wanita

**RELATIONSHIP BETWEEN WORK LOAD WITH WORK FAMILY  
CONFLICT IN WOMEN WORKERS CENTRAL JAVA GARMENT  
COMPANY**

Anindya Annisa Ramadhani

Emi Zulaifah

**ABSTRACT**

The purpose of this study is to determine the relationship between work load and work family conflict of woman workers in garment company of Central Java. The hypothesis is there will be a positive relationship between work load and work family conflict. The scale used by this research is the Work Family Conflict Scale (Greenhaus & Buttel, 1985), work load scale NASA TLX (Task Load Index) (Hart & Staveland, 1988) was given to 95 woman workers at garment company of Central Java. The results showed that there was no correlation between workload with work family conflict in female workers of garment company of Central Java. However, based on the results of additional correlation test, the results obtained a correlation between mental demand, physical demand, and effort with work family conflict.

**Keywords : Work Family Conflict, Work load, Women Workers**