

Pengaruh *Work Family Conflict* dan Kepuasan Kerja terhadap Kinerja Karyawan Medis melalui Komitmen Organisasi di Rumah Sakit PKU Muhammadiyah Yogyakarta

Arini Nur Dianah Zain
Jurusan Manajemen, Fakultas Ekonomi, Universitas Islam Indonesia
E-mail: arinie.dyanah@gmail.com

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *work family conflict* dan kepuasan kerja terhadap kinerja karyawan melalui komitmen organisasi pada RS PKU Muhammadiyah Yogyakarta. Penelitian dilakukan kepada pegawai medis (perawat) yang telah menikah di RS PKU Muhammadiyah Yogyakarta. Populasi responden pada penelitian ini berjumlah 133 perawat dan dengan menggunakan metode sensus, sampel dalam penelitian ini berjumlah 133 perawat yang terdiri dari 80,8 persen perempuan dan 19,2 persen laki laki. Metode pengumpulan data yang digunakan adalah kuesioner. Teknik analisis kuantitatif yang digunakan dalam penelitian ini diantaranya adalah uji t, uji F, analisis regresi linier berganda, dan analisis jalur yang sebelumnya dilakukan uji validitas, uji reliabilitas dan uji asumsi klasik.

Hasil penelitian adalah tidak terdapat pengaruh signifikan *work family conflict* terhadap komitmen organisasi secara parsial, terdapat pengaruh signifikan kepuasan kerja terhadap komitmen organisasi secara parsial, terdapat pengaruh negatif signifikan *work family conflict* terhadap kinerja karyawan, terdapat pengaruh positif signifikan kepuasan kerja terhadap kinerja karyawan secara parsial, terdapat pengaruh signifikan *work family conflict* dan kepuasan kerja terhadap komitmen organisasi secara simultan, terdapat pengaruh signifikan *work family conflict* dan kepuasan kerja terhadap kinerja karyawan secara simultan, pengaruh secara langsung *work family conflict* terhadap kinerja karyawan lebih besar daripada pengaruh tidak langsung *work family conflict* terhadap kinerja karyawan medis melalui komitmen organisasi, dan pengaruh secara langsung kepuasan kerja terhadap kinerja karyawan lebih besar daripada pengaruh tidak langsung *work family conflict* terhadap kinerja karyawan medis melalui komitmen organisasi.

Kata Kunci: *Work Family Conflict, Kepuasan Kerja, Komitmen Organisasi, Kinerja Karyawan*

The Influence of Work Family Conflict and Job Satisfaction on Medical Officers Performance through Organizational Commitment at PKU Muhammadiyah Hospital in Yogyakarta

Arini Nur Dianah Zain

Management Department, Economic Faculty, Universitas Islam Indonesia

E-mail: arinie.dyanah@gmail.com

Abstract

This study aimed to determine the influence of work family conflict and job satisfaction on medical officers performance through organizational commitment in PKU Muhammadiyah Hospital Yogyakarta. The research was conducted on married medical officers (nurses) in PKU Muhammadiyah Hospital in Yogyakarta. The total population of respondents in this study was 133 nurses and by using census method, the sample in this study was 133 nurses consisting of 80.8 percent females and 19.2 percent males. Data were collected from questionnaires. Quantitative analysis techniques used in this study were t test, F test, multiple linear regression analysis, and path analysis with validity test, reliability and classical assumption test.

The study resulted that there is no significant influence of work family conflict on organizational commitment partially, there is a significant influence of job satisfaction on organizational commitment partially, there is a significant negative influence of work family conflict on employee performance partially, there is a significant influence of job satisfaction on employee performance partially, there is a significant influence of organizational commitment on employee performance partially, there is a significant influence of work family conflict and job satisfaction on organizational commitment simultaneously, there is a significant influence of work family conflict and job satisfaction on employee performance simultaneously, the direct influence of work family conflict on employee performance is greater than the indirect influence of work family conflict on employee performance through organizational commitment, and the direct influence of job satisfaction on employee performance is greater than the indirect influence of job satisfaction on employee performance through organizational commitment.

Keywords: *Work Family Conflict, Job Satisfaction, Organizational Commitment, Employee Performance*