

**HUBUNGAN ANTARA KONFLIK PERAN GANDA DENGAN
PSYCHOLOGICAL WELL BEING PADA WANITA KARIR DI PT. BANK
RAKYAT INDONESIA (PERSERO) TBK. CABANG SLAMET RIYADI
SURAKARTA**

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INTISARI

Penelitian ini bertujuan untuk mengetahui hubungan antara konflik peran ganda dengan *psychological well being* pada wanita karir di PT. Bank Rakyat Indonesia (Persero) Tbk. Cabang Slamet Riyadi Surakarta. Subjek dalam penelitian ini adalah karyawan wanita perbankan yang telah menikah, berusia antara 22-55 tahun yang bekerja di PT. Bank Rakyat Indonesia (Persero) Tbk. Cabang Slamet Riyadi Surakarta dengan jumlah 59 karyawan. Penelitian ini menggunakan dua alat ukur yaitu skala *psychological well being* dan skala konflik peran ganda. Hipotesis yang diajukan adalah terdapat hubungan yang negatif antara konflik peran ganda dengan *psychological well being*. Penelitian ini menggunakan metode kuantitatif dan pengambilan sampelnya menggunakan teknik *purposive sampling*.

Metode yang digunakan untuk analisis data adalah korelasi *Product Moment* dari *Karl Pearson* dengan bantuan SPSS 23.0 *for windows release*. Hasil analisis data menunjukkan koefisien korelasi sebesar $r_{xy} = -0,720$ dengan $p = 0,000$ ($p < 0,01$). Hal tersebut membuktikan bahwa terdapat hubungan negatif yang signifikan antara konflik peran ganda dengan *psychological well being* karyawan, sehingga hipotesis yang diajukan dalam penelitian ini diterima. Hasil analisis tambahan dengan menggunakan analisis tabulasi silang (*crosstab*) menunjukkan bahwa variabel *psychological well being* dan konflik peran ganda berdasarkan tingkat pendidikan menunjukkan rata-rata subjek menjawab memiliki tingkat pendidikan sarjana (S1) dan berusia 22-30 tahun. Selanjutnya hasil analisis korelasi *pearson* menunjukkan tidak terdapat hubungan yang signifikan antara umur dengan *psychological well being* dan konflik peran ganda, sedangkan analisis korelasi *spearman* menunjukkan tidak terdapat hubungan yang signifikan antara *psychological well being* dengan tingkat pendidikan namun terdapat hubungan signifikan antara konflik peran ganda dengan tingkat pendidikan.

Kata Kunci : Konflik Peran Ganda, *Psychological Well Being*

***THE RELATIONSHIP BETWEEN WORK FAMILY CONFLICT AND
PSYCHOLOGICAL WELLBEING IN CAREER WOMEN IN PT. BANK
RAKYAT INDONESIA BRANCH OF SLAMET RIYADI SURAKARTA***

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Abstract

This research aimed to find out the relationship between Work Family Conflict and Psychological Well being in Career Women in PT. Bank Rakyat Indonesia. The subject of research was married female banking employees, aged 22-55 years working in PT. Bank Rakyat Indonesia Branch of Slamet Riyadi Surakarta consisting of 59 employees. This study employees two measurement instruments: psychological well being and work family conflict scales. The hypothesis proposed was that there is a negative relationship between work family conflict and psychological well being. This study employees a quantitative method and the sampling technique used was purposive sampling.

The method of analyzing data was Karl Pearson's Product Moment with SPSS 23.0 for windows release. The result of research showed coefficient of correlation (r_{xy}) = - 0.720 with $p = 0.000$ ($p < 0.01$). It indicated that there was a significant negative relationship between relationship between female employees' work family conflict and psychological well being. The hypothesis proposed in this study was supported. By product of analysis used crosstab showed that regarding the psychological well being and work family conflict variables based on education level, most subjects said that they had bachelor degree education and were 22-30 years old. Furthermore, the result of Pearson's correlational analysis showed that there was a significant relationship of age to psychological wellbeing and work family conflict, while Spearman's correlational analysis showed that there was no significant relationship between psychological wellbeing and education level, but there was a significant relationship between work family conflict and education level.

Keywords: Work Family Conflict, Psychological Well Being