

Peran psychological capital sebagai moderator hubungan antara work-family conflict dan kepuasan kerja pada ibu bekerja = Moderating role of psychological capital on relationship between work family conflict and job satisfaction among working mothers

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Abstrak

Penelitian ini dilakukan untuk mengetahui peran psychological capital sebagai moderator hubungan antara work-family conflict dan kepuasan kerja. Pengukuran work-family conflict dilakukan dengan melihat kedua arahnya work interference with family dan family interference with work, menggunakan alat ukur WFCS work-family conflict scale. Kepuasan kerja diukur menggunakan alat ukur MSQ Minnesota Satisfaction Questionnaire. Psychological Capital diukur menggunakan alat ukur PCQ Psychological Capital Questionnaire. Responden dalam penelitian ini adalah 205 ibu bekerja di daerah Jakarta dan sekitarnya. Hasil penelitian menunjukkan terdapat hubungan negatif yang signifikan antara work interference with family dan kepuasan kerja $r=-0,32$, $p0,05$.

This research was conducted to know moderating role of psychological capital on relationship between work family conflict and job satisfaction. Each directions of Work family conflict work interference with family dan family interference with work was measured using WFCS work family conflict scale. Job satisfaction was measured using MSQ Minnesota Satisfaction Questionnaire. Psychological Capital was measured using PCQ 24 Psychological Capital Questionnaire 24. Respondents of this research are 205 working mothers in vicinity of Jakarta. The results showed there was negative significant correlation between work interference with family and job satisfaction $r 0,32$, $p0,05$.