

Dampak work family conflict dan family work conflict terhadap komitmen organisasi yang dimediasi oleh kepuasan kerja: studi kasus pada instansi pemerintah alpha = Impact of work family conflict and family work conflict on organizational commitment mediated by job satisfaction: case study at government agencies alpha

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Abstrak

Penelitian ini membahas dampak work family conflict dan family work conflict terhadap komitmen organisasi yang dimediasi oleh kepuasan kerja pada Instansi Pemerintah Alpha. Penelitian ini adalah penelitian kuantitatif dengan menggunakan metode Structural Equation Model (SEM) yang diolah menggunakan software LISREL 8.80. Sebanyak 328 responden yang lolos screening pada Instansi Pemerintah Alpha telah berpartisipasi dalam penelitian ini. Hasil penelitian menunjukkan bahwa work family conflict memiliki pengaruh negatif yang signifikan terhadap kepuasan kerja, family work conflict memiliki pengaruh negatif yang signifikan terhadap kepuasan kerja, kepuasan kerja memediasi pengaruh antara work family conflict dan family work conflict terhadap komitmen organisasi, work family conflict memiliki pengaruh negatif yang signifikan terhadap komitmen organisasi, dan family work conflict memiliki pengaruh negatif yang signifikan terhadap komitmen organisasi.

This study discusses the impact of work family conflict and family work conflict on organizational commitment mediated by job satisfaction at Alpha Government Agencies. This research is a quantitative study using the Structural Equation Model (SEM) method which is processed using LISREL 8.80 software. A total of 328 respondents who passed the screening at the Alpha Government Agency participated in this study. The results showed that work family conflict had a significant negative effect on job satisfaction, family work conflict had a significant negative effect on job satisfaction, job satisfaction mediated the effect between work family conflict and family work conflict on organizational commitment, work family conflict had a negative effect significant effect on organizational commitment, and family work conflict has a significant negative effect on organizational commitment