

KEBAHAGIAAN DITINJAU DARI *WORK FAMILY CONFLICT* PADA GURU WANITA DI SEKOLAH SWASTA MEDAN

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ABSTRAK

Penelitian ini memiliki tujuan untuk memahami keterkaitan antara *work family conflict* dan kebahagiaan pada guru wanita di sekolah swasta Medan. Hipotesis penelitian yaitu terdapat hubungan negatif *work family conflict* dan kebahagiaan. Penelitian ini memiliki subjek 89 guru wanita di sekolah swasta Medan, menggunakan pendekatan kuantitatif untuk mengumpulkan data menerapkan skala *work family conflict* dan kebahagiaan. Pada penelitian ini, analisis data menerapkan pengujian korelasi *Pearson Product Moment* yang dibantu *IBM SPSS Statistics 25*. Hasil analisa data penelitian ini menghasilkan temuan adanya hubungan variabel yang diteliti yaitu *work family conflict* dan kebahagiaan pada guru wanita di sekolah swasta Medan, dengan koefisien korelasi *Pearson Product Moment* $r = -0,772$. Hasil penelitian menampilkan adanya hubungan negatif yang kuat antara variabel tersebut. Selain itu, dalam penelitian terdapat sumbangan efektif yang dapat diidentifikasi pada variabel *work family conflict* pada kebahagiaan senilai 59,7%, sementara 40,3% selebihnya ditetapkan melalui pengaruh berbagai faktor lain yang diamati.

Kata kunci : *Work family conflict*, Kebahagiaan

HAPPINESS IN TERMS OF WORK FAMILY CONFLICT AMONG FEMALE TEACHERS IN PRIVATE SCHOOLS IN MEDAN

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ABSTRACT

This study aims to investigate the relationship between work family conflict and happiness among female teachers in private schools in Medan. The hypothesis of this study stated that there was a negative relationship between work family conflict and happiness. This study had 89 female teachers in private schools in Medan as subjects, using a quantitative approach in data collection by applying work family conflict and happiness scales. In this study, data analysis applied Pearson Product Moment correlation testing with the help of IBM SPSS Statistics 25. The results of this research data analysis produced the finding that there was a relationship between the variables studied, namely work family conflict and happiness in female teachers in Medan private schools, with a Pearson Product Moment correlation coefficient of $r = -0.772$. There was a clear negative correlation between these variables, according to the results. Additionally, in the study, there was an effective contribution that could be identified in the work-family conflict variable to happiness of 59,7%, while the remaining 40,3% was impacted by additional elements not seen in this investigation.

Keywords : Work family conflict, Happiness