

**PENGEMBANGAN KARIER DITINJAU DARI
WORK FAMILY CONFLICT PADA
ANGGOTA KEPOLISIAN**

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INTSARI

Penelitian ini bertujuan untuk melihat pengaruh *work family conflict* terhadap pengembangan karier. Subjek yang digunakan dalam penelitian ini adalah anggota kepolisian yang berada di bagian Ditreskrimum berjumlah 196 orang di Polda Sumatera Utara. Hipotesis yang diajukan dalam penelitian ini menyatakan bahwa adanya pengaruh *work family conflict* terhadap pengembangan karier, di mana *work family conflict* cenderung melemahkan pengembangan karier seorang polisi. Analisis data yang digunakan dalam penelitian ini adalah Analisis Korelasional melalui bantuan SPSS 25 *for windows*. Hasil analisis korelasi diperoleh nilai korelasi (r) sebesar -0.416 dengan $p = 0.000$ ($p < 0.05$). Pada penelitian ini menunjukkan bahwa sumbangan *Adjust R Square* yang diberikan *work family conflict* terhadap pengembangan karier sebesar 16.9%, selebihnya 83,1% dipengaruhi oleh faktor lain. Dengan hasil ini menunjukkan bahwa adanya hubungan negatif antara *work family conflict* dengan pengembangan karier, di mana *work family conflict* secara signifikan mempengaruhi pengembangan karier.

Kata kunci: pengembangan karier, *work family conflict*

CAREER DEVELOPMENT VIEWED ON WORK FAMILY CONFLICT IN POLICE MEMBERS

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ABSTRACT

This study aims to look at the effect of work family conflict on career development. The subjects used in this study were 196 police officers in the North Sumatra Regional Police Directorate General of Criminal Investigation. The hypothesis proposed in this study states that the influence of work family conflict on career development, where work family conflict tends to undermine the career development of a police officer. Analysis of the data used in this study is Correlational Analysis through the help of SPSS 25 for windows. The results of correlation analysis correlation values (r) of -0.416 with $p = 0.000$ ($P < 0.05$). This research shows that the contribution of Adjust R Square given to work family conflict on career development is 16.9%, the remaining 83.1% is influenced by other factors. With this result it shows that there is a negative relationship between work family conflict and career development, where work family conflict significantly influences career development.

Keywords: career development, work family conflict