

HUBUNGAN *WORK FAMILY CONFLICT* DENGAN KINERJA PADA PEGAWAI WANITA PT. BANK SUMUT KANTOR PUSAT MEDAN

Gloria Nika Rosa Purba¹, Naomi Yolandika Panjaitan²

Program Studi Psikologi

Fakultas Psikologi Universitas Prima Indonesia

INTISARI

Keterlibatan wanita dalam dunia kerja terus meningkat seiring berkembangnya sektor industri. Wanita tidak hanya berperan di ranah domestik, tetapi juga turut berkontribusi secara aktif dalam kegiatan industri dan pencapaian tujuan organisasi. Keterlibatan ini dapat memicu konflik peran antara tuntutan pekerjaan dan tanggung jawab keluarga. Adapun tujuan dari penelitian ini untuk mengkaji hubungan *Work Family Conflict* dengan kinerja pegawai wanita di PT. Bank Sumut Kantor Pusat Medan. Metode penelitian yang diterapkan ialah pendekatan kuantitatif dengan jumlah responden 116 pegawai wanita. Analisis data mengindikasikan adanya korelasi negatif yang signifikan antara *Work Family Conflict* dengan kinerja, dengan hasil korelasi Pearson sebesar -0.384 dan tingkat signifikansi (p-value) sebesar 0.000 ($p < 0,05$). Nilai koefisien determinasi 0.147 mengindikasikan *Work Family Conflict* berkontribusi 14.7% pada kinerja.

Kata Kunci: WFC, Kinerja

THE RELATIONSHIP BETWEEN WORK FAMILY CONFLICT AND JOB PERFORMANCE AMONG FEMALE EMPLOYEES AT PT. BANK SUMUT HEAD OFFICE MEDAN

Gloria Nika Rosa Purba¹, Naomi Yolandika Panjaitan²

Faculty of Psychology, Universitas Prima Indonesia

ABSTRACT

The involvement of women in the workforce continues to increase in line with the growth of the industrial sector. Women are no longer limited to the domestic sphere, but also actively contribute to industrial activities and the achievement of organizational goals. This involvement can trigger role conflict between work demands and family responsibilities. This study aims to analyze the relationship between Work Family Conflict employees performance at PT. Bank Sumut, Head Office Medan. The study employed a quantitative approach with a total of 116 female respondents. Data analysis reveals a statistically significant negative relationship between Work Family Conflict and employee performance, as indicated by a Pearson correlation coefficient of -0.384 and a significance level (p-value) of 0.000 ($p < 0.05$). The coefficient of determination was 0.147, indicates that work-family conflict contributes 14.7% to employees' performance.

Keywords: Work-Family Conflict (WFC), Job Performance