HUBUNGAN *WORK-FAMILY CONFLICT* DENGAN KINERJA PERAWAT PEREMPUAN DI RUANG RAWAT INAP RSUD PASAR REBO JAKARTA TIMUR

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Abstrak

Perawat perempuan memiliki potensi yang lebih tinggi terkena *work-family conflict* dibandingkan dengan perawat laki-laki. Karena perawat perempuan tidak hanya bertanggung jawab dalam pekerjaannya, tetapi juga bertanggung jawab dalam rumah tangga yang menyebabkan performa kerja perawat perempuan menurun. Penelitian dilakukan dengan tujuan untuk mengetahui hubungan *work-family conflict* dengan kinerja perawat perempuan. Metode penelitian secara deskriptif analitik dengan pendekatan *cross sectional*. Teknik pengumpulan sampel yaitu *total sampling* dengan 108 perawat perempuan di ruang rawat inap RSUD Pasar Rebo. Analisis yang digunakan adalah analisis univariat dan bivariat. Hasil uji statistik analisis univariat menggunakan *Chi-Square* tidak terdapat hubungan antara karakteristik perawat dengan kinerja perawat. Analisis bivariat secara parsial dimensi *work-family conflict* didapatkan: *time-based conflict* dengan kinerja perawat (*p-value*=0,002), *strain-based conflict* dengan kinerja perawat (*p-value*=0,008), dan *behavior-based conflict* dengan kinerja perawat (*p-value*=0,018). Sedangkan secara keseluruhan *work-family conflict* dengan kinerja perawat memiliki hubungan yang signifikan (*p-value*=0,001; CI 95%). Diharapkan perawat perempuan dapat bersikap profesional dengan tidak mencampurkan urusan keluarga dan pekerjaan pihak manajemen rumah sakit dapat merancang program/pelatihan yang menjadikan kualitas kinerja perawat perempuan menjadi semakin baik lagi.

Kata Kunci: Kinerja, Perawat Perempuan, *Work-Family Conflict*

THE RELATIONSHIP OF WORK-FAMILY CONFLICT WITH THE PERFORMANCE OF FEMALE NURSES IN THE INPATIENT ROOM PASAR REBO REGIONAL HOSPITAL EAST JAKARTA

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Abstract

Female nurses have a higher potential for work-family conflict compared to male nurses. Because female nurses are not only responsible for their work, but also responsible for the household, which causes the work performance of female nurses to decline. The research was conducted with the aim of finding out the relationship between work-family conflict and the performance of female nurses. The research method is descriptive analytical with a cross sectional approach. The sample collection technique was total sampling with 108 female nurses in the inpatient room at Pasar Rebo Regional Hospital. The analysis used is univariate and bivariate analysis. The results of the univariate analysis statistical test using Chi-Square showed no relationship between nurse characteristics and nurse performance. Partial bivariate analysis of work-family conflict dimensions obtained: time-based conflict with nurse performance (p-value=0.002), strain-based conflict with nurse performance (p-value=0.008), and behavior-based conflict with nurse performance (p-value=0.018). Meanwhile, overall work-family conflict and nurse performance have a significant relationship (p-value=0.001; CI 95%). It is hoped that female nurses can behave professionally by not mixing family matters and work. The hospital management can design programs/training that will improve the quality of female nurses' performance.

Keywords: Performance, Female Nurses, Work-Family Conflict