

ABSTRAK

Diah Wulan Arumsari, 111314153023, Pengaruh *Work-Family Conflict* Terhadap *Career Commitment* dengan *Career Self-Efficacy* Sebagai Moderator, Tesis, Fakultas Psikologi Universitas Airlangga Surabaya, Indonesia 2018. xvi + 104 halaman, 6 lampiran.

Jumlah wanita bekerja saat ini semakin meningkat, kondisi ini menuntut para pekerja wanita memiliki kemampuan dalam menyeimbangkan perannya baik di dalam keluarga maupun pekerjaan. Tuntutan peran yang pada domain yang berbeda ini dapat menyebabkan wanita bekerja mengalami work-family conflict, kondisi ini senyatanya akan membawa dampak terhadap komitmen mereka terhadap karirnya saat ini. Penelitian ini dilakukan untuk mengetahui career self-efficacy sebagai moderator bagi hubungan antara work-family conflict terhadap career commitment. Definisi work-family conflict dalam penelitian ini menggunakan teori dari Netemeyer, dkk., (1996), definisi career self-efficacy pada penelitian ini menggunakan teori dari Kossek, dkk., (1998) dan career commitment menggunakan teori dari Blau (1985).

Penelitian ini dilakukan pada 170 ibu bekerja di sektor perbankan. Metode penelitian ini adalah metode penelitian kuantitatif dan teknik sampling yang digunakan oleh peneliti adalah gabungan teknik purposive sampling dan snowball sampling. Alat pengumpulan data yang digunakan dalam penelitian ini yaitu skala work-family conflict ($\alpha = 0,932$) untuk mengukur work-family conflict, skala career self-efficacy ($\alpha = 0,868$) untuk mengukur career self-efficacy dan skala career commitment ($\alpha = 0,859$) untuk mengukur career commitment. Analisis data pada penelitian ini menggunakan Moderated Regression Analysis (MRA) yang dilakukan dengan bantuan program SPSS 22.0 for Windows.

*Hasil penelitian ini menunjukkan bahwa terdapat pengaruh work-family conflict terhadap career commitment. Selanjutnya career self-efficacy dinyatakan mampu memoderasi hubungan antara work-family conflict terhadap career commitment. Persamaan regresi-nya adalah $Y = 38,100 - 0,690X + 0,306Z - 0,022X*Z$. Persamaan tersebut menunjukkan bahwa career self-efficacy mampu memoderasi hubungan antara work-family conflict terhadap career commitment.*

Kata Kunci: *Work-Family Conflict, Career Self-Efficacy, Career Commitment*
Daftar pustaka 93, (1965-2017)

ABSTRACT

Diah Wulan Arumsari, 111314153023, The Effect of Work-Family Conflict on Career Commitment with Career Self-Efficacy as Moderator, *Thesis*, Faculty of Psychology Airlangga University, Surabaya, Indonesia, 2018.

xvi + 104 pages, 6 appendices.

Recently, the number of female workers is increasing, this condition requires female workers put extra effort in maintaining work and family balance. Demands of roles in these different domains also cause work-family conflict, which have an impact on their commitment to career. This study aims to find out career self-efficacy as moderator for the relationship between of work-family conflict and career commitment. In this study, the definition of work-family conflict uses the theory from Netemeyer, et al., (1996), career self-efficacy theory derived from Kossek, et al. (1998), and career commitment theory by Blau (1985).

Data collected from 170 female workers who worked in banking sector. In this study, the researcher uses quantitative research method. The sampling technique used mixed sampling technique, purposive sampling and snowball sampling. The data collection tools are work-family conflict scale ($\alpha = 0,932$), career self-efficacy scale ($\alpha = 0,868$) and career commitment scale ($\alpha = 0,859$). Data analysis using Moderated Regression Analysis (MRA) with the help of program SPSS 22.0 for Windows.

*The results show that work-family conflict have effect on career commitment and career self-efficacy can moderate the relationship between work-family conflict and career commitment. The regression equation is $Y = 38,100 - 0,690X + 0,306Z - 0,022X*Z$.*

Key Words: Work-Family Conflict, Career Self-Efficacy, Career Commitment

References 93, (1965-2017)