

## INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh *work-family conflict* dan *family-work conflict* terhadap komitmen organisasi dengan kepuasan kerja sebagai variabel mediasi studi pada perawat wanita RSUD Tidar Kota Magelang. Subyek dalam penelitian ini adalah perawat wanita RSUD Tidar Kota Magelang yang telah berkeluarga. Jumlah sampel yang digunakan sebanyak 109 responden dengan menggunakan metode pengambilan sampel *purposive sampling*/pengambilan sampel bertujuan. Teknik analisis yang digunakan untuk pengujian ini adalah SEM (*Structural Equation Modeling*) dengan menggunakan software AMOS versi 22.

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa *work-family conflict* berpengaruh negatif signifikan terhadap kepuasan kerja, *family-work conflict* berpengaruh negatif tidak signifikan terhadap kepuasan kerja, *work-family conflict* berpengaruh negatif signifikan terhadap komitmen organisasi, *family-work conflict* berpengaruh negatif tidak signifikan terhadap komitmen organisasi, kepuasan kerja berpengaruh positif signifikan terhadap komitmen organisasi, *work-family conflict* berpengaruh signifikan terhadap komitmen organisasi melalui mediasi kepuasan kerja, *family-work conflict* tidak berpengaruh signifikan terhadap komitmen organisasi melalui mediasi kepuasan kerja perawat wanita RSUD Tidar Kota Magelang.

Kata Kunci: *work-family conflict*, *family-work conflict*, kepuasan kerja, komitmen organisasi

## ABSTRACT

*This research aims to analyze the influence of work-family conflict and family-work conflict to organizational commitment: mediated by job-satisfaction study on female nurses in RSUD Tidar Kota Magelang. Subject in this research was married female nurses in RSUD Tidar Kota Magelang. In this research, the sample used 109 respondents were selected using purposive sampling. Data analysis technique used SEM (Structural Equation Modeling) with AMOS version 22 software.*

*Based on the analysis that have been made the results the influence of work-family conflict to job-satisfaction were negative significant. Family-work conflict to job-satisfaction were negative not significant. Work-family conflict to organizational commitment were negative significant. Family-work conflict to organizational commitment were negative not significant, job-satisfaction to organizational commitment were positive significant, work-family conflict to organizational commitment were significant through mediation of job-satisfaction, and family-work conflict to organizational commitment were not significant through mediation of job-satisfaction of female nurses in RSUD Tidar Kota Magelang*

*Keywords : work-family conflict, family-work conflict, organizational commitment*