

INTISARI

Penelitian ini bertujuan untuk menganalisis Peranan Kepuasan Kerja Dalam Memediasi Pengaruh *Work To Family Conflict* Dan *Family To Work Conflict* Terhadap Kinerja Perawat pada perawat wanita berkeluarga di RS PKU Muhammadiyah Gamping. Subyek dalam penelitian ini adalah perawat wanita yang sudah berkeluarga. Obyek dalam penelitian ini RS PKU Muhammadiyah Gamping. Dalam penelitian ini sampel berjumlah 72 responden yang diambil dengan menggunakan metode *sampling* jenuh atau biasa disebut sensus. Alat analisis yang digunakan adalah *Partial Least Square* (PLS).

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa *work to family conflict* berpengaruh negatif dan signifikan terhadap kepuasan kerja, *family to work conflict* berpengaruh positif dan tidak signifikan terhadap kepuasan kerja, *work to family conflict* berpengaruh positif dan tidak signifikan terhadap kinerja, *family to work conflict* berpengaruh negatif dan signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja, kepuasan kerja tidak memediasi hubungan antara *work to family conflict* terhadap kinerja, kepuasan kerja tidak memediasi hubungan antara *family to work conflict* terhadap kinerja.

Kata kunci : *work to family conflict*, *family to work conflict*, kinerja, dan kepuasan kerja.

ABSTRACT

This study aims to analyze the role of job satisfaction in mediating the influence of work to family conflict and family to work conflict on the performance of nurses on female nurses in families of PKU Muhammadiyah Gamping. Subjects in this study were female nurses who have married. Object in this research PKU Muhammadiyah Gamping Hospital. In this study a sample of 72 respondents taken using the method of saturated sampling or commonly called the census. Analyzer used is Partial Least Square (PLS).

Based on the analysis that has been done, the result shows that work to family conflict have negative and significant effect on job satisfaction, family to work conflict have positive and insignificant effect on job satisfaction, work to family conflict have positive and insignificant effect on performance, family to work conflict have influence negative and significant to job satisfaction, job satisfaction has positive and significant effect on performance, job satisfaction does not mediate relationship between work to family conflict on performance, job satisfaction does not mediate relationship between family to work conflict to performance.

Keywords: work to family conflict, family to work conflict, performance, and job satisfaction.