

**PENGARUH KONFLIK PERAN GANDA DAN STRES KERJA  
TERHADAP KINERJA PHL POL PP WANITA KOTA  
BANDUNG PADA MASA PANDEMI COVID-19**

**ABSTRAK**

Latar belakang penelitian ini adalah kinerja PHL Pol PP Wanita Kota Bandung pada masa pandemi covid-19, dimana terdapat penurunan mengenai kinerja dan tujuan baik individu maupun organisasi. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh PHL Pol PP Wanita Kota Bandung yang berjumlah 42 orang responden dengan menggunakan teknik *non probability sampling*, sampel jenuh. Berdasarkan hasil penelitian diperoleh bahwa keadaan konflik peran ganda termasuk kedalam kategori cukup baik, gambaran stres kerja termasuk kedalam kategori tidak baik, dan gambaran kinerja berada pada kategori cukup baik. Berdasarkan hasil uji t diperoleh bahwa konflik peran ganda berpengaruh karena  $t_{hitung} 4,905 > t_{tabel} 2,022$  terhadap kinerja PHL Pol PP Wanita Kota Bandung, stres kerja berpengaruh karena  $t_{hitung} 12,741 > t_{tabel} 2,022$  terhadap kinerja PHL Pol PP Wanita Kota Bandung, dan berdasarkan uji F bahwa konflik peran ganda dan stres kerja berpengaruh secara simultan karena  $F_{hitung} 1394,039 > F_{tabel} 3,081$  terhadap kinerja PHL Pol PP Wanita Kota Bandung.

Kata kunci: Konflik Peran Ganda, Stres Kerja, Kinerja

***THE EFFECT OF MULTIPLE ROLE CONFLICT AND WORK  
STRESS ON THE PERFORMANCE OF FEMALE PHL POL PP  
BANDUNG CITY DURING PANDEMI COVID-19***

***ABSTRACT***

*The background of this research is the performance of the female PHL Pol PP Bandung city during the Covid-19 pandemic, where there is a decline in the performance and goals of both individuals and organizations. This research uses descriptive and verification methods with a quantitative approach. The population used in this study were all female PHL Pol PP Bandung, amounting to 42 respondents using non probability sampling techniques, saturated samples. Based on the results of the study, it was found that the dual role conflict situation was included in the fairly good category, the job stress description was included in the bad category, and the performance picture was in the good enough category. Based on the results of the t test, it was found that multiple role conflicts had an effect because  $t_{count} = 4.905 > t_{table} = 2.022$  on the performance of female PHL Pol PP Bandung city, work stress had an effect because  $t_{count} = 12.741 > t_{table} = 2.022$  on the performance of female PHL Pol PP Bandung City, and based on the F test that the multiple role conflict and work stress an effect simultaneously because  $F_{count} = 1394.039 > F_{table} = 3.081$  on the performance of female PHL Pol PP Bandung City.*

*Keywords: Multiple Role Conflicts, Work Stress, Performance*