

PENGARUH KONFLIK PERAN GANDA DAN STRES KERJA TERHADAP KINERJA KARYAWAN WANITA PADA DIVISI PRODUKSI DI PT. FAMATEX BANDUNG

ABSTRAK

Kinerja karyawan wanita Divisi Produksi di PT. Famatex Bandung mengalami fluktuasi dan penurunan pencapaian target perusahaan dalam 2 semester tahun 2020. Penelitian ini bertujuan untuk mengetahui keadaan dan seberapa besar pengaruh konflik peran ganda dan stres kerja terhadap Kinerja Karyawan wanita Divisi Produksi di PT. Famatex Bandung, baik secara simultan maupun parsial. Metode yang digunakan dalam penelitian ini adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif dengan pendekatan kuantitatif. Populasi pada penelitian ini adalah karyawan wanita divisi produksi di PT.Famatex Bandung berjumlah 98 orang responden, menggunakan Teknik penarikan sampel *purpose sampling* dengan kriteria karyawan yang sudah menikah berjumlah 98 orang responden. Berdasarkan hasil penelitian diperoleh bahwa Konflik Peran Ganda dalam kategori tidak baik, Stres Kerja termasuk kedalam kategori tidak baik dan kinerja karyawan berada pada kategori kurang baik. Berdasarkan hasil uji determinasi diperoleh bahwa konflik peran ganda berpengaruh sebesar 8,2% terhadap kinerja, stres kerja berpengaruh sebesar 11,9% terhadap kinerja, konflik peran ganda dan stres kerja berpengaruh sebesar 16,9% terhadap kinerja.

Kata Kunci : Konflik Peran Ganda, Stres Kerja, Kinerja Karyawan.

***THE EFFECT OF MULTIPLE ROLE CONFLICT AND WORK
STRESS ON THE PERFORMANCE OF WOMEN EMPLOYEES
IN THE PRODUCTION DIVISION AT PT. FAMATEX
BANDUNG***

ABSTRACT

Performance of female employees of the Production Division at PT. Famatex Bandung experienced fluctuations and decreased achievement of the company's targets in 2 semesters of 2020. This study aims to determine the circumstances and how much influence dual role conflict and work stress have on the performance of female employees of the Production Division at PT. Famatex Bandung, either simultaneously or partially. The method used in this study is a descriptive and verification method with a quantitative approach with a quantitative approach. The population in this study were female employees of the production division at PT. Famatex Bandung totaling 98 respondents, using a purpose sampling sampling technique with the criteria of married employees totaling 98 respondents. Based on the results of the study, it was found that Multiple Role Conflicts were in the bad category, job stress was included in the bad category and employee performance was in the poor category. Based on the results of the determination test, it was found that multiple role conflicts had an effect of 8.2% on performance, work stress had an effect of 11.9% on performance, multiple role conflicts and work stress had an effect of 16.9% on performance.

Keywords : Multiple Role Conflicts, Job Stres, Employee Performance