

INTISARI

Penelitian ini bertujuan untuk mengidentifikasi pengaruh konflik pekerjaan-keluarga dan konflik keluarga-pekerjaan terhadap keinginan berpindah yang dimediasi oleh kepuasan kerja. Informasi yang didapat dari penelitian ini sangat penting bagi institusi sebagai bahan pertimbangan untuk melakukan penerapan peningkatan prestasi kerja. Subjek penelitian adalah karyawan di CV. Cipta Agrifarmerindo. Teknik pengambilan sampel dengan *purposive sampling*. Metode pengumpulan data menggunakan metode survei dengan penyebaran kuesioner diperoleh 100 responden. Data di analisis menggunakan *Structural Equation Modeling* (SEM).

Hasil penelitian menunjukkan bahwa konflik pekerjaan-keluarga dan konflikkeluarga-pekerjaan mempunyai efek negatif dan signifikan terhadap kepuasan kerja, dan kepuasan kerja mempunyai efek negatif dan signifikan terhadap keinginan berpindah. Hasil penelitian yang lain menunjukkan bahwa konflik pekerjaan-keluarga mempunyai efek positif dan signifikan terhadap keinginan berpindah, sedangkan konflik keluarga-pekerjaan mempunyai efek positif dan tidak signifikan terhadap keinginan berpindah.

Kata Kunci : *Work Family Conflict, Job Satisfaction, dan Turnover Intentions.*

ABSTRACT

This research is aim to identify the influence of work intervening with family

conflict and family intervening with work conflict toward the aim of person to move to another job field which mediated by job satisfaction. All the information on this research is important to a company or institution as a consideration base to implementing progressive achievement on its employee. The subject on this research is the employment of CV.CiptaAgrifamerindo. Then this research is using purposive sampling as the sampling technique. The data on this research is collected by using questioner which distributed to 120 people, but only 100 people who valid as the correspondent. Then, the data on this research is analyzed by using Structural Equation Modeling (SEM).

Based on this research, the writer concludes that work intervening with family conflict and family intervening with work conflict have contribute to job satisfaction significantly and also give negative impact on it. Moreover, job satisfaction has negative effect in strengthening the reason of someone to move to another job field significantly. Another result on this research shown that work intervening with family conflict has positive effect to someone to move to another job field as well as family intervening with work conflict. The thing that makes them different is on the significances which being a reason of someone to move to another job field which contributed by family intervening with work conflict.

Keywords: Work Family Conflict, Job Satisfaction, and Turnover Intentions.