

ABSTRAK

Trisafe Lukman Candra, 2022, *Pengaruh Beban Kerja Dan Work Family Conflict Terhadap Kinerja Pegawai Melalui Komitmen Organisasi Sebagai Variabel Intervening Di Dinas Pemberdayaan Masyarakat Dan Desa Kabupaten Bondowoso*, Program S-2 Magister Ilmu Manajemen program studi Magister Ilmu Manajemen Universitas Muhammadiyah Jember Pembimbing: (1) Dr. Eko Budi Santoto, M.MT,(2) Dr. Toni Herlambang, MM

Pengaruh beban kerja dan *work family conflict* terhadap Kinerja Pegawai Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Bondowoso, hal ini terlihat dari faktor internal mengenai beban kerja pegawai Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Bondowoso yang berlebihan, ini dapat dilihat dari kurangnya pelayanan pegawai terhadap tugas yang diberikan dan faktor eksternal mengenai fasilitas kerja Dinas Pemberdayaan Masyarakat dan Desa Kabupaten masih kurang, ini dapat dilihat dari kurangnya fasilitas yang dapat digunakan, karena anggaran dana yang tidak mencukupi kebutuhan yang dibutuhkan oleh dinas untuk memenuhi program desa berstatus swasembada. Penelitian ini bertujuan menganalisis pengaruh *work family conflict* terhadap kinerja pegawai melalui komitmen organisasi sebagai variabel intervening di Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Bondowoso. Metode penelitian yang digunakan penelitian kuantitatif yang berbentuk penelitian korelasional dengan jumlah sampel sebanyak 110 orang dengan teknik *Total Sampling*. Kemudian dianalisis dengan metode *Structural Equation Modelling* (SEM). Hasil penelitian menunjukkan bahwa *Work Family Conflict* berpengaruh positif terhadap Kinerja Karyawan melalui Komitmen Organisasi sebagai variabel intervening di Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Bondowoso

Kata kunci : Beban kerja, Work Family Conflict, Komitmen organisasi, Kinerja

ABSTRACT

Trisafe Lukman Candra, 2022, *The Effect of Workload and Work Family Conflict on Employee Performance Through Organizational Commitment as an Intervening Variable at the Community and Village Empowerment Service of Bondowoso Regency, Masters Program in Management Science Masters Program in Management Sciences, University of Muhammadiyah Jember Supervisors: (1) Dr. Eko Budi Santoto, M.MT,(2) Dr. Toni Herlambang, MM*

The influence of workload and work family conflict on the performance of Bondowoso Regency Community and Village Empowerment Service Employees, this can be seen from internal factors regarding the excessive workload of Bondowoso Regency Community and Village Empowerment Service employees, this can be seen from the lack of employee services for the assigned tasks and external factors regarding the work facilities of the Regency Village and Community Empowerment Service are still lacking, this can be seen from the lack of facilities that can be used, because the budget funds do not meet the needs needed by the department to fulfill the village program with self-sufficiency status. This study aims to analyze the effect of work family conflict on employee performance through organizational commitment as an intervening variable in the Community and Village Empowerment Service of Bondowoso Regency. The research method used is quantitative research in the form of correlational research with a total sample of 110 people with the Total Sampling technique. Then analyzed by the method of Structural Equation Modeling (SEM). The results showed that Work Family Conflict had a positive effect on Employee Performance through Organizational Commitment as an intervening variable in the Community and Village Empowerment Service of Bondowoso Regency.

Keywords: workload, work family conflict, organizational commitment, performance