

**PENGARUH WORK FAMILY CONFLICT TERHADAP JOB
PERFORMANCE PERAWAT PEREMPUAN DI RS.X DENGAN SPOUSAL
SUPPORT SEBAGAI MODERATOR**

Ocha Monica Irista Dewi¹, Siti Nur'Aini², Januariya Laili³

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh *Work Family Conflict* terhadap *Job Performance* pada perawat perempuan, serta menguji peran *Spousal Support* sebagai variabel moderator dalam hubungan tersebut. Permasalahan dalam penelitian ini berangkat dari tingginya tuntutan peran ganda yang dialami oleh perawat perempuan, yang dapat mengganggu *job performance* mereka di rumah sakit. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian korelasional. Sampel dalam penelitian berjumlah 84 perawat perempuan yang sudah menikah dan bekerja di RSUD Balung, yang dipilih menggunakan teknik purposive sampling. Instrumen yang digunakan berupa skala *Work Family Conflict*, *Spousal Support*, dan *Job Performance*. Analisis data dilakukan menggunakan regresi moderasi. Hasil analisis menunjukkan bahwa *Work Family Conflict* berpengaruh signifikan terhadap *Job Performance*. Namun, *Spousal Support* tidak terbukti secara signifikan memoderasi hubungan antara *Work Family Conflict* dan *Job Performance*. Kesimpulan dari penelitian ini adalah bahwa semakin tinggi konflik peran antara pekerjaan dan keluarga, semakin rendah kinerja perawat, dan dukungan pasangan belum tentu memperkuat atau memperlemah hubungan tersebut secara statistik.

Kata Kunci: *work family conflict, job performance, spousal support, perawat perempuan.*

1. Peneliti
2. Dosen Pembimbing 1
3. Dosen Pembimbing 2

**THE EFFECT OF WORK-FAMILY CONFLICT ON JOB PERFORMANCE
OF FEMALE NURSES AT HOSPITAL X WITH SPOUSAL SUPPORT AS A
MODERATOR**

Ocha Monica Irista Dewi¹, Siti Nur'Aini², Januariya Laili³

ABSTRACT

This study aims to examine the effect of Work Family Conflict on Job Performance among female nurses, as well as to investigate the role of Spousal Support as a moderating variable in this relationship. The research problem arises from the high dual-role demands experienced by female nurses, which may interfere with their job performance in hospitals. This study employs a quantitative approach with a correlational research design. The sample consists of 84 married female nurses working at RSD Balung, selected using purposive sampling. The instruments used include scales of Work Family Conflict, Spousal Support, and Job Performance. Data were analysed using moderation regression. The results show that Work Family Conflict has a significant effect on Job Performance. However, Spousal Support does not significantly moderate the relationship between Work Family Conflict and Job Performance. The conclusion of this study is that the higher the conflict between work and family roles, the lower the nurses' performance. Moreover, spousal support does not statistically strengthen or weaken that relationship.

Keywords: *work-family conflict, job performance, spousal support, female nurses.*

1. *Researcher*
2. *Supervisor I*
3. *Supervisor II*