

**PENGARUH *WORK-FAMILY CONFLICT* TERHADAP
PSYCHOLOGICAL WELL-BEING PADA PERAWAT UNIT
GAWAT DARURAT DAN RAWAT INTENSIF RUMAH SAKIT
AL ISLAM KOTA BANDUNG**

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ABSTRAK

Rumah Sakit Al-Islam Bandung (RSAI) adalah salah satu rumah sakit swasta besar di kota Bandung. Di RSAI terdapat perawat yang bertugas pada unit Gawat Darurat dan Rawat intensif. Mereka merupakan *frontliner* pelayanan kerumah-sakitan RSAI yang nantinya akan membangun opini publik mengenai pelayanan RSAI. Dengan adanya pelayanan 24 jam maka para perawat pun dituntut untuk memberikan pelayanan kesehatan yang prima selama 24 jam. Terlebih pada unit Gawat Darurat dan Rawat intensif dimana mereka dituntut untuk lebih siap, lebih cekatan dan unit ini merupakan unit yang membutuhkan konsentrasi tinggi bagi perawat.

Tujuan dari penelitian ini ialah untuk pengaruh *work-family conflict* dan dimensi-dimensinya yaitu *time based conflict*, *strain based conflict*, dan *behavior based conflict* terhadap *psychological well-being* perawat Unit Gawat Darurat dan Rawat Intensif Rumah Sakit Al-Islam Kota Bandung. Penelitian ini menggunakan metode *hypotetic deductive method*, Pengambilan data dilakukan dengan menggunakan teknik *purposive sampling*. Jumlah responden yang berpartisipasi dalam penelitian ini sebanyak 45 perawat Unit Gawat Darurat dan Rawat Intensif Rumah Sakit Al-Islam Kota Bandung. Sedangkan analisis yang digunakan adalah regresi linier sederhana.

Hasil penelitian didapatkan bahwa *work-family conflict* memiliki pengaruh yang signifikan negatif terhadap *psychological well-being* perawat Unit Gawat Darurat dan Rawat Intensif Rumah Sakit Al-Islam Kota Bandung. Dimensi dari *work-family conflict* yaitu *strain based conflict*, dan *behavior based conflict* juga memiliki pengaruh yang signifikan terhadap *psychological well-being* perawat Unit Gawat Darurat dan Rawat Intensif Rumah Sakit Al-Islam Kota Bandung

Keywords: *work-family conflict*, *psychological well-being*, perawat

ABSTRAK

Al-Islam Hospital Bandung (RSAI) is one of the largest private hospital in the city of Bandung. In this hospital there are nurses on duty at the emergency and intensive care unit. They are the front liners in RSAI that will build public opinion in regard of the nursing services of RSAI. With the hospital's 24-hour service, the nurses were required to provide excellent health services for 24 hours. Especially in emergency and intensive care unit where they are required to be more prepared, more nimble and is a unit that requires high focus for nurses.

The aim of this study was to determine the effect of work-family conflict and its dimensions, which are time-based conflict, strain-based conflict, and behavior based conflict on psychological well-being of nurses in Al-Islam Hospital Bandung's Emergency and Intensive Care Unit. This study used hypotetic deductive method, and the sampling technique used was purposive sampling. The number of respondents who participated in this study were 45 nurses of Al-Islam Hospital Bandung's Emergency and Intensive Care Unit. The analysis used in this study was simple linear regression.

The results showed that work-family conflict has significant negative effect on psychological well-being of nurses in Al-Islam Hospital Bandung's Emergency and Intensive Care Unit. The dimensions of work-family conflict which are, strain-based conflict and behavior-based conflict also have a significant impact on the psychological well-being of nurses in Al-Islam Hospital Bandung's Emergency and Intensive Care Unit

Keywords: work-family conflict, psychological well-being, nurse