

ABSTRAK

Konflik kerja – keluarga (WFC) dan konflik keluarga-pekerjaan (FWC) perlu mendapatkan perhatian. Pemberontakan antara pekerja karyawan dan keluarga mereka di mana batasan waktu dan stress kerja membebani untuk melakukan kewajiban keluarga karyawan (WFC). Sebaliknya, Pemberontakan antara keluarga karyawan dan tanggung jawab pekerjaan mereka dimana keluarga menuntut stress menghambat karyawan dalam melakukan kewajiban kerja (FWC). Ketidaksiuaian peran ini, dapat mengakibatkan hasil negatif, seperti kurangnya kepuasan kerja dan komitmen ditempat kerja. Selain itu, karyawan juga tidak dapat memenuhi tanggung jawab mereka yang terkait dengan keluarga dan pekerjaan. Penelitian ini bertujuan untuk menganalisis peran person job fit terhadap kepuasan kerja pada konflik peran ganda. Populasi adalah karyawan di PT. Infomedia Solusi Humanika. Dengan menggunakan teknik purposive sampling maka diperoleh jumlah sampel sebesar 101 responden. Alat analisisnya adalah Partial Least Square.

Hasil Pengujian menunjukkan bahwa Work family conflict tidak berpengaruh signifikan terhadap Job Satisfaction, Family work conflict tidak berpengaruh signifikan terhadap Job Satisfaction, Person job fit berpengaruh signifikan terhadap Job Satisfaction, Person job fit tidak mampu menjadi variabel pemoderasi antara work family conflict terhadap job satisfaction, dan Person job fit tidak mampu menjadi variabel pemoderasi antara Family work conflict terhadap job satisfaction. Person job fit mampu memberikan pengaruh signifikan terhadap kepuasan kerja, artinya semakin banyak SDM yang memiliki kesesuaian dengan pekerjaan maka akan semakin tinggi kinerja mereka yang akan berdampak pada kepuasan kerja karyawan.

Keyword : Work family conflict, Family work conflict, Person Job Fit, dan Job Satisfaction.

ABSTRACT

Work-family conflict (WFC) and family-work conflict (FWC) need attention. Rebellion between employee workers and their families where time constraints and stress impose a burden on carrying out employee family obligations (WFC). On the other hand, the struggle between the employees' families and their job responsibilities in which the family demands stress prevents employees from performing their work obligations (FWC). This role mismatch, can lead to negative results, such as a lack of job satisfaction and commitment to the workplace. In addition, employees are also unable to fulfill their responsibilities related to family and work. This study aims to analyze the role of person job fit on job satisfaction in multiple role conflicts. The population is employees at PT. Infomedia Solusi Humanika. By using purposive sampling technique, the total sample was 101 respondents. The analysis tool is Partial Least Square.

The test results show that work family conflict has no significant effect on Job Satisfaction. Family work conflict does not have a significant effect on Job Satisfaction, Person job fit has a significant effect on Job Satisfaction, Person job fit is not able to be a moderating variable between work family conflict on job satisfaction, and Person job fit is not able to be a moderating variable between Family work conflict and job satisfaction. Person job fit is able to have a significant effect on job satisfaction, meaning that the more human resources who are compatible with the job, the higher their performance will have an impact on employee job satisfaction.

Keyword: Work family conflict, Family work conflict, Person Job Fit, and Job Satisfaction.