

ABSTRAK

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Pengaruh *Work-Family Conflict* terhadap Komitmen Organisasi dengan Stres Kerja Sebagai Mediator Pada Wanita Karier serta Tinjauannya dari Sudut Pandang Islam

xv + 98 halaman + 15 tabel + 2 gambar + 4 lampiran

Penelitian ini bertujuan untuk mengetahui pengaruh *work-family conflict* terhadap komitmen organisasi dengan stres kerja sebagai faktor mediator. Sampel penelitian ini adalah seluruh wanita karier dengan jumlah 100 orang. Dengan menggunakan teknik *purposive sampling*. Data dikumpulkan dengan menggunakan instrumen kuesioner dan dianalisa menggunakan *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa *work-family conflict* berpengaruh positif dan signifikan terhadap komitmen organisasi (p-value <0.001). selain itu *work-family conflict* berpengaruh positif dan signifikan (p-value <0.001). kemudian stres kerja berpengaruh positif terhadap komitmen organisasi (p-value 0.001). dan yang terakhir stres kerja dapat memediasi hubungan antara *work-family conflict* dan komitmen organisasi (p-value 0.002). Dalam pandangan islam *work-family conflict* berpengaruh terhadap komitmen organisasi dengan dimediasi oleh stres kerja. Oleh karenanya untuk menghadapi konflik harus mampu melaksanakan semua perintah Allah SWT dan islam juga telah memberikan petunjuk bagi seluruh umat manusia bahwa Al-Qur'an sebagai pedoman dan obat untuk mengatasi semua masalah dalam hidup.

Kata Kunci : Wanita Karier, *Work-Family Conflict*, Stres Kerja, Komitmen Organisasi, PLS

ABSTRACT

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The Effect of Work-Family Conflict on Organizational Commitment with Job Stress as a Mediator in Career Women and Its Review from an Islamic Perspective

xv + 98 pages + 15 table + 2 pictures + 4 attachment

This study aims to determine the effect of work-family conflict on organizational commitment with work stress as a mediator factor. The sample of this study were all career women with a total of 100 people. By using purposive sampling technique. Data were collected using a questionnaire instrument and analyzed using Partial Least Square Structural Equation Modeling. The results showed that work-family conflict had a positive and significant effect on organizational commitment (p-value <0.001). In addition, work-family conflict has a positive and significant effect (p-value <0.001). then work stress has a positive effect on organizational commitment (p-value 0.001). and lastly, work stress can mediate the relationship between work-family conflict and organizational commitment (p-value 0.002). In the view of Islam, work-family conflict affects organizational commitment by being mediated by work stress. Therefore, to deal with conflict, one must be able to carry out all the commands of Allah SWT and Islam has also provided instructions for all mankind that the Qur'an is a guide and a remedy to overcome all problems in life.

Keywords : Career Woman, Work-Family Conflict, Work Stress, organizational commitment, PLS