

## ABSTRAK

### **Hubungan Antara *Work Family Conflict* Terhadap Kinerja Guru di Jakarta Serta Tinjauannya Dalam Islam**

Penelitian ini bertujuan untuk mengetahui hubungan antara *work family conflict* dengan kinerja pada guru yang berusia 25-60 tahun. Selama masa pandemi, guru dituntut untuk dapat beradaptasi dengan bekerja dan mengajar dari rumah. Sementara banyak guru memiliki kendala seperti perangkat, pengetahuan tentang teknologi serta persiapan pembelajaran dan evaluasi. Sementara itu sebagai guru perempuan juga dituntut untuk melakukan pekerjaan rumah dan mendampingi putra putrinya yang juga bersekolah dari rumah. Penelitian ini menggunakan pendekatan penelitian kuantitatif dengan metode pengambilan data *accidental sampling* dengan partisipan sebanyak 123 guru. Penelitian ini menggunakan dua alat ukur yaitu alat ukur *work family conflict* dengan nilai reliabilitas sebesar .952 dan *Individual Work Performance Questionnaire* (IWPQ) dengan nilai reliabilitas sebesar .896. Hasil penelitian menunjukkan bahwa terdapat hubungan yang signifikan antara *Work Family Conflict* terhadap kinerja guru di Jakarta. Dan dalam tinjauan Islam, agar guru tidak merasakan *work family conflict*, guru harus bisa membagi waktunya sebaik mungkin agar tidak adanya benturan peran yang terjadi di pekerjaan dan di keluarga, serta sebagai umat Islam, setiap masalah dan cobaan yang dihadapi pasti bisa diatasi dengan sabar dan tawakal serta tidak lupa selalu mendekatkan diri kepada Allah SWT agar selalu diberikan kesabaran serta memohon agar selalu diberi perlindungan-Nya.

Kata kunci: *Islam, kinerja guru, work family conflict*

## ABSTRACT

### **The Relationship Between *Work Family Conflict* and Teacher Performance in Jakarta and Its Review In Islam**

This study aims to determine the relationship between *work family conflict* and the performance of teachers aged 25-60 years. During the pandemic, teachers are required to be able to adapt by working and teaching from home. While many teachers have constraints such as tools, knowledge of technology as well as preparation for learning and evaluation. Meanwhile, as female teachers, they are also required to do housework and accompany their sons and daughters who are also studying from home. This study uses a quantitative research approach with *accidental sampling* with 123 teachers as participants. This study uses two measuring tools, namely the *work family conflict* with a reliability value of .952 and the *Individual Work Performance Questionnaire* (IWPQ) with a reliability value of .896. The results showed that there was a significant relationship between *Work Family Conflict* and teacher performance in Jakarta. And in the view of Islam, so that teachers do not feel *work family conflict*, teachers must be able to divide their time as well as possible so that there are no conflicting roles that occur at work and in the family, as well as as Muslims, every problem and trial faced must be overcome with patience and trust and do not forget to always draw closer to Allah SWT so that he will always be given patience and ask to always be given His protection.

Keywords: *Islam, teacher performance, work family conflict*