

Abstrak

PERAN *TIME MANAGEMENT BEHAVIOR* TERHADAP *WORK FAMILY CONFLICT* PADA PEKERJA PASKA *WORK FROM HOME* SERTA TINJAUAN SERTA ISLAM

Kehidupan kerja di era *new normal* telah berubah dibandingkan kondisi kerja di masa pandemi. Kembalinya aktivitas di luar rumah dapat meringankan stress bagi pekerja rumah yang dapat melakukan aktivitas kerja dan pekerjaan rumah tangga seperti bisa sebelum adanya kebijakan bekerja dari rumah (WFH). Penambahan beban kerja ini disebabkan karena adanya *new normal* dan sulitnya mereka mengatur waktu antara bekerja di kantor, menemani anak ke sekolah, mengurus keperluan keluarga, hingga harus bekerja di kantor. Situasi tersebut tentu tidak mudah diatasi, itulah yang menyebabkan adanya *work family conflict* selama dan setelah pandemi yang menjadi keluhan pekerja. Tujuan penelitian ini yaitu, mengetahui peranan *time management behavior* pada *work family conflict* pada pekerja paska *wfh* serta mengetahui tinjauannya menurut Islam. Rancangan penelitian ini menggunakan metode kuantitatif, dengan cara menyebar kuesioner kepada subjek penelitian. Jenis penelitian yaitu korelasional. Partisipan yang berpartisipasi dalam penelitian ini 125 orang. Alat ukur yang digunakan *Time management behavior scale* (TMBS) dan *Work family conflict scale* (WFCS). Hasil penelitian menunjukkan *time management behavior* berperan menurunkan *work family conflict* pada pekerja paska *work from home* (WFH). Dengan kata lain pekerja dengan *time management behavior* yang baik, akan dapat meminimalisir terjadinya *work family conflict* pada situasi baru paska WFH. Untuk mengurangi konflik peran pekerjaan dan peran keluarga dapat dilakukan dengan menerapkan perilaku manajemen waktu, dengan membuat prioritas, mengatur tempat, dan mengatur jadwal, sedangkan dalam agama Islam, seorang muslim yang mampu mengelola waktu dengan baik, maka ia dapat mengurangi *work family conflict*.

Kata kunci: *time management behavior, work family conflict, pekerja.*

Abstract

THE ROLE OF TIME MANAGEMENT BEHAVIOR TOWARDS WORK FAMILY CONFLICT IN POST WORK FROM HOME WORKERS AND REVIEWS IN ISLAM

Working life in the new normal era has changed compared to working conditions during the pandemic. The return of activities outside the home can relieve stress for home workers who can carry out work activities and household chores as they could before the work from home (WFH) policy. This increase in workload is due to the new normal and the difficulty they have in managing their time between working in the office, accompanying their children to school, taking care of family needs, and having to work in the office. This situation is certainly not easy to overcome, which is what causes work family conflict during and after the pandemic which is a complaint for workers. The aim of this research is to determine the role of time management behavior in work family conflict in post-wfh workers and to understand its perspective according to Islam. This research design uses quantitative methods, by distributing questionnaires to research subjects. The type of research is correlational. There were 125 participants who participated in this research. The measuring tools used are the Time Management Behavior Scale (TMBS) and the Work Family Conflict Scale (WFCS). The research results show that time management behavior plays a role in reducing work family conflict in post-work from home (WFH) workers. In other words, workers with good time management behavior will be able to minimize the occurrence of work family conflict in the new post-WFH situation. To reduce conflict between work roles and family roles, this can be done by implementing time management behavior, by making priorities, arranging places and managing schedules, whereas in Islam, a Muslim who is able to manage time well can reduce work family conflict.

Key words: time management behavior, work family conflict, workers.