

ABSTRAK

HUBUNGAN *WORK-TO-FAMILY CONFLICT* DENGAN *QUALITY OF ATTACHMENT* PADA IBU BEKERJA DENGAN SISTEM *SHIFT* SERTA TINJAUANNYA DALAM ISLAM

Di Indonesia terjadi peningkatan jumlah wanita yang aktif bekerja dari tahun 2000 berjumlah 36.871.239 orang menjadi 46.509.689 orang pada tahun 2012 (Badan Pusat Statistik, 2012). Data tersebut menunjukkan bahwa kesempatan kerja untuk wanita akan terus meningkat. Kesempatan untuk bekerja pada wanita, khususnya wanita yang sudah memiliki keluarga dan anak, akan berdampak pada munculnya konflik pekerjaan-keluarga (*work-to-family conflict*). Pola kerja ibu yang tidak menentu akan berdampak pada masalah psikologis anak dan menyebabkan berkurangnya kualitas kelekatan (*Quality of Attachment*) ibu kepada anak. Penelitian ini menggunakan partisipan ibu bekerja *shift* dari usia 21-60 tahun dengan jumlah 100 ibu bekerja *shift* di Jabodetabek. Teknik sampling yang digunakan dalam penelitian ini adalah *incidental sampling*. Alat ukur penelitian ini diadaptasi dari alat ukur *work-to-family conflict scale* oleh Haslam, dkk (2014) sebagai alat ukur *work-to-family conflict* dan *Revised Inventory Parent Attachment* oleh Armsden dan Greenberg (dalam Johnson, dkk, 2003) sebagai alat ukur kualitas kelekatan. Hasil dari penelitian ini menemukan hubungan negatif antara *work-to-family conflict* dengan sub skala *quality of attachment* yaitu *trust/avoidant*. Namun, peneliti menemukan tidak adanya hubungan antara *work-to-family conflict* dengan sub skala *quality of attachment* yaitu *communication*. Berdasarkan hasil analisis korelasi menggunakan SPSS 17.0 Window *work-to-family conflict* dengan *trust/avoidant* menghasilkan $r = -.463$ ($p = 0.000 < 0.05$). Berdasarkan hasil analisis korelasi menggunakan SPSS 17.0 Windows tidak ada korelasi antara *work-to-family conflict* dengan *communication* ($r = 0.082$), dengan nilai signifikansi 0.415.

Kata Kunci: *Work-to-family conflict, quality of attachment, ibu bekerja shift*

ABSTRACT

The Relationship of Work-to-Family Conflict with Quality of Attachment on Mother Who Works with Shift System and Its Review in Islam

In Indonesia, the number of working women is increased throughout 2000s, from 36.871.239 to 45.509.689 (Badan Pusat Statistik, 2012). Those data shows that work opportunity for woman will continue to increase. Work opportunity for woman, especially woman who has family and child, would give an impact on the appearance of work-to family conflict. Mother's unstable work pattern would give an impact on children's psychological problem and cause a reduction on mother's quality of attachment to the children. This research invites 100 participants of working mother in a shift job aged 21-60 years in Jakarta greater area. Sampling technique used in this research is incidental sampling. This research's measure instrument adapted from work-to-family conflict scale by Haslam, dkk (2014) as work-to-family conflict's measure instrument and Revised Inventory Parent Attachment by Armsden and Greenberg (in Johnson, dkk, 2013) as quality of attachment's measure instrument. Result of this research shows a negative relationship between work-to-family conflict with quality of attachment's sub scale named trust/avoidant. However, researcher finds there is no relationship between work-to-family conflict with quality of attachment's sub scale named communication. Based on correlation analysis of work-to-family conflict and trust/avoidant produced $r = -.463$ ($p = 0.000 < 0.05$). Based on correlation analysis, there is no correlation between work-to-family conflict and communication ($r = 0.082$), with significance value of 0.415

Keywords: *Work-to-family conflict, quality of attachment, Mother who works with Shift*