

ABSTRAK

Dyah Nuraini. 220541100132. Program Studi Psikologi. Pengaruh *Work Family Conflict* Terhadap Stres Kerja Pada Perawat Wanita Di Surabaya.

Perawat merupakan tenaga kesehatan yang memiliki tuntutan kerja tinggi sehingga rentan mengalami stres kerja. Selain menjalankan peran sebagai tenaga kesehatan, perawat wanita juga memiliki tanggung jawab dalam keluarga yang berpotensi menimbulkan *work family conflict*. Konflik antara tuntutan pekerjaan dan keluarga dapat meningkatkan tekanan yang dirasakan individu dan berdampak pada munculnya stres kerja. Penelitian ini bertujuan untuk mengetahui pengaruh *work family conflict* terhadap stres kerja pada perawat wanita di Surabaya.

Penelitian ini menggunakan pendekatan kuantitatif dengan jumlah sampel 335 perawat wanita di Surabaya yang dipilih menggunakan teknik *purposive sampling*. Kriteria responden dalam penelitian ini adalah perawat wanita yang telah menikah dan memiliki masa kerja minimal satu tahun. Penelitian ini menggunakan dua skala, yaitu skala *work family conflict* (30 item; reliabilitas 0,943) dan skala stres kerja (30 item; reliabilitas 0,911). Analisis data dilakukan menggunakan regresi linier sederhana dengan bantuan IBM SPSS Statistics 25.

Hasil penelitian menunjukkan bahwa *work family conflict* berpengaruh positif terhadap stres kerja pada perawat wanita di Surabaya dengan nilai signifikansi (p) = 0,000. Artinya, semakin tinggi *work family conflict* yang dialami, maka semakin tinggi pula tingkat stres kerja yang dirasakan. *Work family conflict* memberikan kontribusi sebesar 50,1% terhadap stres kerja. Sebagian besar responden memiliki tingkat *work family conflict* pada kategori sedang (67,2%) dan tingkat stres kerja pada kategori sedang (68,7%).

Kata Kunci: *Work Family Conflict*, Stres Kerja, Perawat Wanita.

ABSTRACT

Dyah Nuraini. 220541100132. Psychology Study Program. *The Effect of Work-Family Conflict on Work Stress among Female Nurses in Surabaya.*

Nurses are healthcare professionals who face high job demands, making them vulnerable to work stress. In addition to their professional responsibilities, female nurses also have family responsibilities that may lead to work-family conflict. Conflict between work and family demands can increase psychological pressure and contribute to work stress. This study aimed to examine the effect of work-family conflict on work stress among female nurses in Surabaya.

This study employed a quantitative approach with a sample of 335 female nurses in Surabaya selected using purposive sampling. The participants were married female nurses with a minimum of one year of work experience. The instruments used in this study were the Work-Family Conflict Scale (30 items; reliability = 0.943) and the Work Stress Scale (30 items; reliability = 0.911). Data were analyzed using simple linear regression with IBM SPSS Statistics 25.

The results showed that work-family conflict had a positive and significant effect on work stress among female nurses in Surabaya ($p = 0.000$). This finding indicates that higher levels of work-family conflict are associated with higher levels of work stress. Work-family conflict accounted for 50.1% of the variance in work stress. Most participants reported moderate levels of work-family conflict (67.2%) and work stress (68.7%).

Keywords: *Work-Family Conflict, Work Stress, Female Nurses.*