

Abstract

Selamet, the effect of the dual role conflict, emotional intelligence and organizational commitment to the performance of women in health centers paramedic Kamal, under the guidance of Dra. Hj S Anugrahini Irawati, MM and Drs. Ec Mudji Kuswinarno, Msi

This study aims to analyze the influence of dual role conflict, emotional intelligence and organizational commitment on woman paramedic performance. This research was conducted in Kamal clinic. Independent variables in this research is dual role conflict, emotional intelligence and organizational commitment, as

This study uses a quantitative method where the population is all women in health centers paramedic Kamal. The hypothesis in this study were (1) a dual role conflict affect the performance of women in health centers paramedic Kamal, (2) emotional intelligence affect the performance of women in health centers Kamal paramedics. (3) Commitment to the organization affect the performance of paramedics Kamal women in health centers, (4) Dual Role Conflict, Emotional Intelligence, and Organizational Commitment jointly affect the performance of paramedics Kamal women in health centers.

dependent variable is woman paramedic performance. The result of this reserch showed that dual role conflict, emotional intelligent and organizational commitment had significant influence on woman paramedic performance. in significant level less 0,05 or 5%.

The conclusion of this study were (1) a dual role conflict, emotional intelligence, and organizational commitment simultaneous and significant effect on the performance of female paramedic. (2) Organizational commitment has positive influence on the performance of female paramedic. (3) Emotional intelligence affects the performance of female paramedic.

Keywords: Dual Role Conflict, Emotional Intelligence, Organizational Commitment, Performance.

ABSTRAK

Selamat, pengaruh konflik peran ganda, kecerdasan emosional dan komitmen organisasi terhadap kinerja paramedis wanita di puskesmas Kamal, dibawah bimbingan Dra. Hj S Anugrahini Irawati,MM dan Drs. Ec mudji Kuswinarno, Msi

Penelitian ini bertujuan untuk menganalisis pengaruh konflik peran ganda, kecerdasan emosional dan komitmen organisasi terhadap kinerja perawat wanita. Penelitian ini diadakan di puskesmas Kamal. Variabel terikat pada penelitian ini adalah konflik peran ganda, kecerdasan emosional, komitmen organisasi dan variabel bebas yaitu kinerja paramedis wanita.

Penelitian ini menggunakan metode kuantitatif dimana populasinya adalah semua paramedis wanita di puskesmaskamal. Hipotesis dalam penelitian ini adalah (1) Konflik peran ganda berpengaruh terhadap kinerja paramedis wanita di puskesmas Kamal, (2) Kecerdasan emosional berpengaruh terhadap kinerja paramedis wanita di puskesmas Kamal. (3) Komitmen organisasi berpengaruh terhadap kinerja paramedis wanita di puskesmas Kamal, (4) Konflik Peran Ganda, Kecerdasan Emosional, Dan Komitmen Organisasi secara bersama-sama berpengaruh terhadap kinerja paramedis wanita di puskesmas kKamal.

Hasil dari penelitian ini menunjukkan bahwa konflik peran ganda, kecerdasan emosional dan komitmen organisasi berpengaruh secara signifikan terhadap kinerja paramedis wanita. pada tingkat signifikansi kurang dari 0,05 atau 5%.

Kesimpulan dari penelitian ini adalah (1) Konflik peran ganda,kecerdasan emosional, dan komitmen organisasi berpengaruh secara simultan dan signifikan terhadap kinerja paramedis wanita. (2) Komitmen organisasi berpengaruh positif terhadap kinerja paramedis wanita. (3) Kecerdasan emosional berpengaruh terhadap kinerja paramidis wanita.

Kata kunci: Konflik Peran Ganda, Kecerdasan Emosional, Komitmen Organisasi, Kinerja.