

ABSTRAK

Anita, 2022: Pengaruh *Work Family Conflict*, Stres Kerja, dan Beban Kerja terhadap Kepuasan Kerja pada Karyawan PT EFRA Kota Tanjungpinang. Dosen Pembimbing Drs.H.Muhammad Idris DM.,M.M.,M.Si dan Roni Kurniawan, S.Sos.,M.Si.

Penelitian ini bertujuan untuk menjelaskan pengaruh *Work Family Conflict*, Stres Kerja, dan Beban Kerja terhadap Kepuasan Kerja. Populasi didalam penelitian adalah 90 karyawan pada PT Efra Tanjungpinang. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 90 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan *test* validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel *Work Family Conflict* (X1), Stres Kerja (X2), dan Beban Kerja (X3) berpengaruh signifikan terhadap Kepuasan Kerja. Hasil uji F diperoleh nilai F hitung 45.901 dengan nilai F tabel 2.71 mengidentifikasi bahwa variabel *Work Family Conflict*, Stres Kerja dan Beban Kerja secara simultan berpengaruh signifikan terhadap variabel Kepuasan Kerja (Y). Berdasarkan uji koefisien determinasi, sekitar 60,2% variabel Kepuasan Kerja dipengaruhi oleh variabel *Work Family Conflict*, Stres Kerja dan Beban Kerja. Sisanya 39,8% dipengaruhi oleh faktor lainnya yang tidak dijelaskan didalam penelitian ini.

Kata Kunci: *Work Family Conflict*, Stres Kerja, dan Beban Kerja dan Kepuasan Kerja

ABSTRACT

Anita, 2022: The Effect of Work Family Conflict, Work Stress and Workload on Employee Job Satisfaction at PT EFRA Tanjungpinang. Supervising Lectures Drs.H.Muhammad Idris DM.,MM.,M.Si dan Roni Kurniawan, S.Sos.,M.Si.

This study aims to explain the influence of Work Family Conflict, Work Stress and Workload on Job Satisfaction. The population in the study was 90 employees at PT Efra Tanjungpinang. Sampling with saturated techniques, the number of samples as many as 90 employees. This type of research is quantitative research. On the questionnaire, validity and reliability tests were conducted. The data was analyzed using multiple linear regression analyses, including t-tests, F-tests and determination coefficients. The results showed that partially variable Work Family Conflict (X1), Work Stress (X2), and Workload (X3) had a significant effect on Job Satisfaction. The test result F obtained a calculated value of F 45,901 with a table value of F 2.71 identifying that the variables Work Family Conflict, Work Stress and Workload simultaneously have a significant effect on the variable Job Satisfaction (Y). Based on the determination coefficient test, approximately 60,2% of Job Satisfaction variables are affected by Work Family Conflict, Work Stress and Workload variables. The remaining 39,8% was influenced by other factors not described in this study.

Keywords: *Work Family Conflict, Work Stress and Workload and Job Satisfaction*