HUBUNGAN KEPRIBADIAN *HARDINESS* TERHADAP *WORK FAMILY CONFLICT* PADA PERAWAT PEREMPUAN YANG SUDAH BERKELUARGA

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ABSTRAK

Perawat perempuan yang telah berkeluarga memiliki peran ganda sebagai tenaga kesehatan sekaligus anggota keluarga, sehingga berpotensi mengalami *work family conflict* ketika tuntutan pekerjaan dan keluarga sulit dipenuhi secara bersamaan. Salah satu faktor yang diduga berhubungan dengan *work family conflict* adalah kepribadian *hardiness*. Penelitian ini bertujuan untuk mengetahui hubungan antara kepribadian *hardiness* dengan *work family conflict* pada perawat perempuan yang telah berkeluarga. Penelitian ini menggunakan pendekatan kuantitatif dengan desain korelasional. Partisipan penelitian berjumlah 146 perawat perempuan yang telah menikah dan bekerja di rumah sakit di wilayah Kabupaten Sleman dan Kota Pekanbaru. Pengumpulan data dilakukan menggunakan *Occupational Hardiness Questionnaire (OHQ)* untuk mengukur kepribadian *hardiness* dan *Multidimensional Work Family Conflict Scale* untuk mengukur *work family conflict*. Analisis data dilakukan menggunakan uji *korelasi Pearson Product Moment.* Hasil penelitian menunjukkan adanya hubungan positif yang signifikan antara kepribadian *hardiness* dengan *work family conflict* $r = 0{,}222$ dan nilai signifikansi $p = 0{,}007$ ($p < 0{,}05$). Temuan tersebut menunjukkan bahwa semakin tinggi tingkat *hardiness* yang dimiliki responden, semakin tinggi pula kecenderungan *work family conflict* yang dialami, meskipun kekuatan hubungan yang diperoleh tergolong rendah. Hasil penelitian ini mengindikasikan bahwa kepribadian *hardiness* tidak selalu berkaitan dengan rendahnya *work family conflict*. Temuan tersebut menunjukkan bahwa *work family conflict* pada perawat perempuan yang telah berkeluarga tidak hanya berhubungan dengan karakteristik individu, tetapi juga dipengaruhi oleh berbagai faktor, seperti tuntutan pekerjaan, dukungan sosial, serta keseimbangan antara pekerjaan dan kehidupan keluarga.

Kata kunci: *hardiness, work family conflict,* perawat perempuan, perawat yang telah berkeluarga.

THE RELATIONSHIP BETWEEN HARDINESS PERSONALITY AND WORK-FAMILY CONFLICT IN FEMALE NURSES WITH FAMILIES

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ABSTRACT

Married female nurses have dual roles as healthcare workers and family members, potentially experiencing work-family conflict when work and family demands are difficult to meet simultaneously. One factor suspected of being associated with work-family conflict is hardiness. This study aims to determine the relationship between hardiness personality and work-family conflict in married female nurses. This study used a quantitative approach with a correlational design. The study participants were 146 married female nurses working in hospitals in Sleman Regency and Pekanbaru City. Data collection was conducted using the Occupational Hardiness Questionnaire (OHQ) to measure hardiness personality and the Multidimensional Work-Family Conflict Scale to measure work-family conflict. Data analysis was performed using the Pearson Product Moment correlation test. The results showed a significant positive relationship between hardiness personality and work-family conflict ($r = 0.222$ and a significance value of $p = 0.007$ ($p < 0.05$). These findings indicate that the higher the level of hardiness possessed by the respondents, the higher the tendency for work-family conflict to be experienced, although the strength of the relationship obtained was relatively low. The results of this study indicate that hardiness is not always associated with lower levels of work-family conflict. These findings suggest that work-family conflict in female nurses with families is not only related to individual characteristics but is also influenced by various factors, such as job demands, social support, and work-family balance.

Keywords: hardiness, work-family conflict, female nurses, married nurses.