

# HUBUNGAN ANTARA *JOB CRAFTING* DAN *WORK – FAMILY CONFLICT* PADA TENAGA KESEHATAN RUMAH SAKIT ASY – SYIFA SAMBI, BOYOLALI

Sri Agung Wisnu Wardhani, Dian Ratna Sawitri

Fakultas Psikologi, Universitas Diponegoro,  
Jalan Prof. Soedarto, Sh., Tembalang, Semarang, Indonesia 50275

[agungwardhani71@gmail.com](mailto:agungwardhani71@gmail.com)

## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *job – crafting* dan *work – family conflict* tenaga kesehatan Rumah Sakit Asy - Syifa' Sambi, Boyolali. Hipotesis yang diajukan untuk penelitian ini adalah *job crafting* memiliki hubungan negatif dengan *work – family conflict* pada tenaga kesehatan Rumah Sakit Asy – Syifa Sambi, Boyolali. Populasi penelitian adalah 130 orang tenaga kesehatan yang bekerja di Rumah Sakit Asy – Syifa Sambi, Boyolali dan telah berkeluarga. Teknik insidental sampling mendapatkan 95 subjek penelitian (71,58% perempuan; rata-rata usia = 30 tahun). Data penelitian dikumpulkan dengan Skala *Job Crafting* (17 aitem valid;  $\alpha = 0,905$ ) dan Skala *Work – Family Conflict* (22 aitem valid;  $\alpha = 0,926$ ). Analisis regresi sederhana menunjukkan adanya hubungan negatif yang signifikan antara *job crafting* dan *work – family conflict* dengan koefisien korelasi  $r_{xy} = -0,696$  ( $p < .,000$ ). Artinya, semakin tinggi *job crafting* maka semakin rendah *work – family conflict*, sebaliknya, semakin rendah *job crafting* maka semakin tinggi *work – family conflict*. *Job crafting* mempunyai sumbangan efektif terhadap *work – family conflict* sebesar 48,5%. *Job crafting* merupakan suatu keahlian yang penting untuk dimiliki oleh seorang tenaga kesehatan agar dapat maksimal ketika menjalankan pekerjaannya. Peneliti selanjutnya dapat menggali dan mempertimbangkan lebih lanjut yang menjadi faktor penyebab *work – family conflict*, memperluas subjek penelitian dan menggunakan metodologi yang beragam.

**Kata kunci:** *job crafting*, *work – family conflict*, tenaga kesehatan

# **RELATIONSHIP BETWEEN JOB CRAFTING AND WORK – FAMILY CONFLICT HEALTH WORKERS AT ASY – SYIFA HOSPITAL SAMBI, BOYOLALI**

**Sri Agung Wisnu Wardhani, Dian Ratna Sawitri**

Fakultas Psikologi, Universitas Diponegoro,  
Jalan Prof. Soedarto, Sh., Tembalang, Semarang, Indonesia 50275

[agungwardhani71@gmail.com](mailto:agungwardhani71@gmail.com)

## **Abstrak**

This study aims to determine the relationship between job - crafting and work - family conflict of health workers at Asy - Syifa' Hospital Sambu, Boyolali. The hypothesis was that job crafting was expected to have a significant negative relationship with work – family conflict on health workers at the Asy – Syifa Hospital Sambu, Boyolali. The study population were 130 health workers who worked at the Asy – Syifa Hospital Sambu, Boyolali who were married. Incidental sampling technique obtained 95 participants (71.58% women; mean age = 30 years). Research data were collected using the Job Crafting Scale (17 valid items; = 0.905) and the Work – Family Conflict Scale (22 valid items; = 0.926). Simple regression analysis showed that there was a significant negative relationship between job crafting and work – family conflict with a correlation coefficient of  $r_{xy} = -0.696$  ( $p < .000$ ). That is, the higher the job crafting, the lower the work-family conflict, conversely, the lower the job crafting, the higher the work-family conflict. Job crafting has an effective contribution to work – family conflict of 48.5%. Job crafting is an important skill for a health worker to have in order to get the most out of his work. Further researchers can explore and consider further the factors that cause work-family conflict, expand research subjects and use various methodologies.

**Keywords:** job crafting, work – family conflict, health workers