ABSTRACT

THE EFFECT OF JOB CHARACTERISTICS AND WORK FAMILY CONFLICT ON JOB SATISFACTION
(Studies towards Married Women Work as Nurses in Patient Care Installation (IRNA) Aster RSUD Dr. H. Abdul Moeloek)

By

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The aim of this research is to analyze the effect of job characteristics and work family conflict on job satisfaction toward the married women who is working as nurses in Patient Care Installation (IRNA) Aster in RSUD Dr.H.Abdul Moeloek Bandar Lampung. This research uses three variables (Job characteristics (X1), work family conflict (X2), and job satisfaction (Y) and thirty three (33) married women work as nurses as the sample, so that this research is population study. It uses data analysis techniques, which is classical assumption test consists of normality test, heteroscedasticity test, and multicollinearity test, and then multiple linear regression analysis, coefficient of determination test, and also hypothesis test consisting t-test and F-test. In this research, job characteristics influence job satisfaction significantly, on the other hand, work family conflict does not have significant effect on job satisfaction. Both job characteristics and double role conflict affects job satisfaction significantly. I hope this research can be used as the information for the hospital to pay more attention to their employees by providing a diversity of job to makes the employees satisfy with their job.