

ABSTRAK

PENGARUH KONFLIK PERAN, STRES KERJA DAN SELENTINGAN (*GRAPEVINE*) TERHADAP KINERJA KARYAWAN (STUDI KASUS PADA WANITA BEKERJA DI INDONESIA)

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Perkembangan dan pertumbuhan ekonomi dalam beberapa dekade ini telah terjadi dengan sangat pesat, sehingga menuntut wanita untuk ikut serta dalam pemenuhan kebutuhan keluarga dari sektor finansial. Penelitian ini bertujuan untuk mengetahui pengaruh konflik peran, stress kerja, dan selentingan terhadap kinerja karyawan wanita di Indonesia. Penelitian ini berlandaskan teori perilaku organisasi dan menggunakan metode *explanatory research* dengan pendekatan kuantitatif. Teknik pengambilan sampel menggunakan *accidental sampling* dengan perhitungan rumus *cochran* dan mendapatkan hasil 385 responden. Pengumpulan data dilakukan dengan metode penyebaran kuesioner kepada pekerja wanita di Indonesia, yang kemudian dianalisis menggunakan program SPSS. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, statistik deskriptif, analisis regresi linear berganda, uji asumsi klasik, dan uji hipotesis. Hasil penelitian menunjukkan bahwa secara parsial konflik peran, stress kerja, dan selentingan berpengaruh negatif dan signifikan terhadap kinerja pekerja wanita di Indonesia. Kemudian secara simultan konflik peran, stress kerja, dan selentingan berpengaruh signifikan terhadap kinerja pekerja wanita di Indonesia. Disarankan agar penelitian selanjutnya dapat menambahkan variabel mediasi atau moderasi. Selain itu, perusahaan juga diharapkan dapat menerapkan kebijakan fleksibilitas waktu kerja, manajemen stres, dan memperkuat sistem komunikasi formal melalui *briefing* rutin, serta pekerja wanita mampu melakukan manajemen waktu dan stres secara efektif.

Kata Kunci: Konflik peran, Stres Kerja, Selentingan, Kinerja, Wanita Bekerja

ABSTRACT

THE INFLUENCE OF ROLE CONFLICT, JOB STRESS, AND GRAPEVINE COMMUNICATION ON EMPLOYEE PERFORMANCE (A CASE STUDY ON WORKING WOMEN IN INDONESIA)

By

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The rapid economic growth and development in recent decades have compelled women to participate in fulfilling the family's financial needs. This study aims to examine the influence of role conflict, job stress, and grapevine communication on the performance of female employees in Indonesia. Grounded in organizational behavior theory, this research employs an explanatory research method with a quantitative approach. The sampling technique used was accidental sampling, with the sample size determined using the Cochran formula, resulting in 385 respondents. Data were collected through a questionnaire distributed to working women in Indonesia and analyzed using SPSS. The data analysis techniques used include validity and reliability tests, descriptive statistics, multiple linear regression analysis, classical assumption tests, and hypothesis testing. The results show that role conflict, job stress, and grapevine communication each have a negative and significant partial effect on the performance of female workers in Indonesia. Simultaneously, these three variables also have a significant effect on performance. It is recommended that future research include mediation or moderation variables. In addition, companies are encouraged to implement policies on flexible working hours, stress management, and strengthen formal communication systems through regular briefings, while female employees are expected to effectively manage their time and stress.

Keyword: Role Conflict, Job Stress, Grapevine Communication, Performance, Working Women