

## ABSTRAK

BPJS Ketenagakerjaan adalah sebuah Badan Hukum Publik di Indonesia yang menerapkan sistem mutasi antar unit kerja yang dilakukan secara berkala. Mutasi karyawan tersebut berpengaruh terhadap peran karyawan di dalam pekerjaan dan keluarga sehingga menyebabkan *work family conflict*. Greenhaus dan Beutell dalam Yang, et.al (2000) mendefinisikan *work family conflict*, yaitu konflik peran yang tidak seimbang antara peran seseorang di pekerjaan dan peran di keluarga. *Work family conflict* akan berpengaruh terhadap menurunnya *career satisfaction* menurut Martins, Eddleston, dan Veiga (2002). Penelitian ini akan menguji mengenai pengaruh *work demand*, *family demand*, dan *work family conflict* terhadap *career satisfaction* dengan gender sebagai variabel moderasi. Responden penelitian ini adalah 272 karyawan BPJS Ketenagakerjaan di Wilayah Jawa Tengah dan DIY yang sudah menikah.

Hasilnya penelitian ini menunjukkan bahwa *work demand* dan *family demand* berpengaruh positif terhadap *work family conflict*. Hasil penelitian selanjutnya yaitu, *work family conflict* berpengaruh negatif terhadap *career satisfaction*. Penelitian ini juga menunjukkan bahwa gender tidak memoderasi pengaruh *work family conflict* terhadap *career satisfaction*.

Kata Kunci: *work demand*, *family demand*, *work family conflict*, *career satisfaction*, dan gender

## *ABSTRACT*

*BPJS Ketenagakerjaan is a Public Legal Entity in Indonesia that implements a mutation system between work units that is carried out periodically. The employee mutation affects the employee's role in work and family, causing work family conflict. Greenhaus and Beutell in Yang, et.al (2000) define work family conflict, namely an unbalanced role conflict between one's role at work and one's role in the family. Work family conflict will affect the decline in career satisfaction according to Martins, Eddleston, and Veiga (2002). This study will examine the effect of work demand, family demand, and work family conflict on career satisfaction with gender as a moderating variable. The respondents of this study were 272 employees of BPJS Ketenagakerjaan in Central Java and Yogyakarta Region who were married.*

*The results of this study indicate that work demand and family demand have a positive effect on work family conflict. The result of further research is that work family conflict has a negative effect on career satisfaction. This study also shows that gender does not moderate the effect of work family conflict on career satisfaction.*

*Keywords : work demand, family demand, work family conflict, career satisfaction, and gender*