


The Effect Of Work Family Conflict On Employees' Career Development Is Moderated By Length Of Work at PT. Jiwasraya Medan Branch

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Article Info	ABSTRACT
Keywords: Work Family Conflict Long Working Employees Employee Career Development	From the initial research that the researchers conducted, the phenomenon in the company was the large number of workers who were still preoccupied with work outside the company compared to the work carried out inside the company, conflicts often occurred in someone who worked outside the home, both domestic conflicts and internal conflicts. work. Where an employee feels demanded to be a father or mother for his child, wife or as a husband at home, without knowing the time and how an employee must stick to his commitment in work or organization as a worker. The purpose of this study was to determine the effect of work family conflict on employee career development, to determine the effect of work family conflict on length of work and to determine whether the duration of work has an effect on work family conflict. The number of samples in this study amounted to 116 people using saturated sample techniques. The analysis technique used is multiple linear regression and MRA. The results of the study show that work family conflict, length of employment of employees, and career development affect simultaneously (together). The duration of work does not moderate the relationship between work family conflict with employee career development or the duration of work is not a moderating variable.

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INTRODUCTION

Currently, pe managing human resources da In an organization, it is no longer just a one-way relationship between employer and employee. n work yes, where is the work yes no rights yes that employers need to pay attention to. Relationship yes ng formed da lam pe managing modern organizations now exists it's a two way relationship yeah ng mutual me profitable. The company must maintain the continuity of its existence and n dedication of work her professionally. Sa there is one way to do it That's it just provide a program develop

you rise. The development of work is not only about economic improvement, but also about improving social status. Therefore, companies are obliged to support the progress of work. At PT. Jiwaseraya, it becomes a work is not only to meet basic needs, but also to achieve a higher social status than power. As a state-owned company, engaged in the insurance sector, PT. Jiwaseraya has a program developed for all workers.

My decision about the program development in BUMN is regulated by the Decision of the Board of Directors No. SKEP/19/III/1998 and then updated in the Decree of the Board of Directors No. Kep/53A/2003. However, the practice of violating these conditions for a promotion causes confusion, jealousy, and anxiety in workers, especially those who feel that they have met the criteria for promotion but it has not yet materialized. Development of work is influenced by seniority (time spent in the organization), as a reference for determining a person's eligibility to receive a promotion, assuming that the longer the working period, the more and more seniority is gained (Siagian, 2015:171). The development of work is the process of improving work skills and individual to seek a desired position. The purpose of the program development is to align the needs of the organization with the available opportunities in the organization, both now and in the future. The program also emphasizes providing support and opportunity for workers so that they can design their goals realistically. Basically, the company wants all workers to be productive and to be better off before. Every worker certainly wants to try to succeed and be satisfied with their position, but they don't want to be trapped in the same position without any development. Development of work has two interests, namely organizational interests and interests of the worker himself.

For the benefit of the organization, development of work reflects the existence of a cadre formation process which aims to prepare the quality of staff at every level of office. While for the benefit of individual staff, development of work gives clarity regarding their future, and can increase the spirit of staff. In addition to seniority, development of work is also influenced by performance evaluation. For example, a job promotion program is based on an assessment of work performance. Like what is explained by Handoko (2011:135), is one of the goals of performance appraisal is to support management planning and development of work. However, in practice, often the workers who achieve less actually get less chance to get promoted.

Phenomenon where the most workers in the company are many who are forced to divide their focus between work outside the company with the tasks at the company. Work outside the house is often encountered by subject to time discipline demands, such as setting aside time for work outside the house, take care of the family, and take a break. Although time can be divided into a 24-hour scheme, namely 8 hours for work, 8 hours for family, and 8 hours for rest in reality, it is not that simple. Conflict often appears, both in domestic relationships and in work. A worker must play the role of parent, partner, and

work yes, without any time limit It's clear. There are many challenges, yes. ng diha from the work oh yeah working yes outside the house, like me manage time with spouse, children, and n other household matters. Some what is the work Wan can enjoy this dual role, but not a little yes ng feel difficult da n me nah personal data and yes it's getting more complicated in a healthy life ri-ha ri. Pe manage it yeah wise to time to come Well this plays an important role how is your development? rir, because if there is can be managed by just fine, bro rir work The wan has the potential to develop further.

Work Family Conflict

According to Effendi (2014), conf like so when there are some what's the purpose? ng want to be read pies simultaneously, even though it is not possible. Conf like often involves the need yes which is very important according to the individual's point of view. Conflict resolution like da pat dica pie through decision yes ng didasar ri by the voice of the heart.

Career Development Karya Wan

According to Handoko (2008:123), pe develop you rir is a process of self-improvement what someone does to achieve something your destination pie Panggabean (2014:63) explains that the develop you there is rir is a personal work Wan Da lam be follow your plan through education, training, and rian, yes n work acquisition road, and pe no home page yes. Rivai (2015:290) defines pe develop you rir as a process of improving individual abilities and frame work pai ka yes ng desired. Meanwhile, according to Na wawi (2011:289), pe develop you there is rir here are the activities in human resource management yes ng aims to improve da n increase work effectiveness road by work wan, so that they can can give the best contribution lam menca organization or company goals. Performance improvement yes this will be straight away affect the chances of a work wan to get get a position or title desired.

Length of work

Working hours yes refers to the time period or duration of labor yes yes working yes somewhere (Handoko, 2011:47). How long has it been yes there is That's it is one of the individual's biographical characteristics which is often the focus of studies. Duration of work period yes usually related to just seniority and in an organization. In addition, the working period yes also become va important variables da lam explains the level of pe resign from work wan. The longer a work is Wan beker yes in the company, the less likely he is to resign (Robbins, 2010).

METHODS

To me test pe influence the interaction and ri va moderating variable, namely the impact of wo rk family ily conf lict terha dap pe develop you rir work oh yeah moderated by the old beker yes, the interaction test is used known to with Moderated Regression Analysis (MRA). According to Ghozali (2011:223), MRA is is a form of linear multiple regression with me integrating interaction elements, namely the multiplication between two or more

variables independent variable da in the regression equation. Moderated Regression Analysis (MRA) and can be stated as In the following two forms of equation:

MRA I Hypothesis 2

1. Equation 2
 $Z = a + b_3X_1 + e_1$
2. Equation 3
 $e_{absolute} = a - b_4Y$

RESULTS AND DISCUSSION

Hypothesis Testing 1

The Influence of Work Family Conflict on dap Ka Development rir

Table 1. Hypothesis Test Results 1

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	16,411	2,650		6.123	,000
Wowrk family ily conf lict	.441	.212	.191	2,081	,040

Based on the table, the t-table value is with degrees of freedom $116 - 1 = 115$ at a significance level of 5% there is is 1.981. The t-value for X is greater than t-table ($2.081 > 1.981$) and n Significance result 0.40 is smaller than ri 0.05, so da it can be concluded that the conf like work family road have an effect on dap pe develop you rir work Wan.

Table 2. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,191	,037	,028	4.74045

a. Predictors: (Constant), X

b. Dependent Variable: Y

Based on the table above, the Adjusted R Square value is 0.037. This shows that the conf like ja-family (X) berpe have an effect on dap pe develop you rir (Y) of 3.7%, while the remainder, namely 96.3%, is influenced by other factors yes ng not researched da in this research.

Table 3. Simultaneous Test Results

Model	Sum of Squares	df	Mean Square	F	Sig
Regression	97,342	1	97,342	4.322	.040
Residual	2561.796	114	22,472		

Total	2659.138	115			
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F test results da can be seen in the table, where the calculated F value is what is obtained is there Well 4,322, yeah the bigger one ri F table. De with a significance level of 0.040, yes ng smaller da ri 0.05, then the hypothesis is accepted. This shows that work-family conflict has a significant effect have an effect on dap pe develop you ri.

Hypothesis Testing 2

Table 4. MRA Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-	6,209		-	,000
		214,717			34,584	
	Work_Family_Conflic t	17,913	,443	,518	40,450	,000
	Lama_Beker ja	12,480	,256	,647	48,830	,000
	WFC_LB	-,231	,193	-,014	-1,199	,233

a. Dependent Variable: Pengembangan_Karier_Karyawan

Based on the output results, it was found that the level of significance for the interaction was 0.233. the bigger one ri 0.05 (not significant). Therefore, H0 is accepted and H1 is rejected, yes ng means that the working hours yes does not moderate the relationship between conflict-family de just for you develop your work, or de in other words, long working hours yes it is not a moderation variable.

Discussion

The Influence of Work Family Conflict on Career Development

conf between the workers way to go n family usually ter so when someone tries to fulfill the demands of the role work day Jaan, but the effort was missed influenced by his ability to meet the demands of the family, or vice versa. Fulfillment of the role of family lam dipe influenced by someone's ability and lam to meet the demands of the work yes, yes which often involves stress due to workload yes yes too much, deadline huh urgent, yes n assignment yes ng must be completed just fast. Meanwhile, the family's demands are related to de just a matter of time ng needed to handle work household. Family demands are determined by the composition of the family and n number of family members yes ng depend on each other. Based on the results of the regression test, it was found that the conflict like work road-family has pe have a significant impact on dap pe develop your work. This result shows a positive correlation, because the work oh yeah ng da pat me manage your emotions good tends to be able to reduce conf between the workers way to go n family. In addition, dependence on family yes ng da pat triggers conf like yes it can also be minimized by the work both wan and company. Although the relationship between colleagues yes Pat Mempe affect conf like it the most So, the impact on can you make

progress in work is relatively small, because of the loyalty of and their dedication and lam beker yes more influential.

Influence Work Family Conflict towards Career Development Karya wown with length of service as a moderating variable

Pe develop you rir starts da self-expression work the wan itself, where each individual is responsible wab on your progress After having a commitment, various activities for the develop you ri da should be done. So that develop you ri da pat me profitable good work both in the organization and the human resources department, organize training and n pe developing. Pe develop you rir becomes increasingly important as de just job demands road, technological progress, and n competition yeah increasingly tight among similar companies. Therefore, the develop you rir must be done in a planned manner n sustainable. For its implementation, yes ng effective, it is necessary to develop a pe program keep developing yeah which is based on scientific methods and referring to skills yes needed by the company, both now and in the future. Based on the regression test, it was found that the length of work yes does not moderate the relationship between conf like work way to go n family de just for you develop you rir, or de in other words, long working hours yes it is not a va moderating variable. This shows that the no home page yes yes longer does not always have a positive impact on dap pe develop you rir. Likewise, even though the work Wan often carries out tasks the same or diverse, this does not always contribute to improving their abilities, ma That's it can cause stagnation and how is your development? rir because their skills are not developing.

CONCLUSION

Conclusion da In this study, it was shown that the results of the F test, yes listed in In Table IV.29, the calculated F value is 4.322. the bigger one ri F table. De only a significance level of 0.000 ng smaller da ri 0.05, then the hypothesis is accepted. This means that work-family conflict, length of work yes work wan, da n pe develop you rir work Wan Berpe influence simultaneously (together). Based on the output, the level of significance and ri interaction exists lah 0.233, yeah the bigger one ri 0.05 (not significant), so we accept H0 and n rejects H1. This means that the working hours yes does not moderate the relationship between work-family conflict and n pe develop you rir work wan, or de in other words, long working hours yes it is not a va moderating variable.

Suggestions and in this research there is the company needs to pay attention to the conflict between the workers way to go n family of works wan, because of the conflict The link has a significant impact on dap pe develop you rir, both individually and for the company as a whole. The lower the level of con between the workers way to go n family, the greater the potential for increasing work productivity yes in the company. The length of time yes an employee does have to affect performance yes, but this needs to be continuously improved to achieve the result of the pie ng better. Pe no da page n mindset yeah ng develops over time yes work Wan Da pat help them me nah time of the cow That's it just be wiser, yeah ng in turn da can provide benefits to the company if managed properly just right.

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