



# The 1<sup>ST</sup> UNICEB 2017

Garuda Plaza Hotel Medan, December 12th 2017



## EFFECT OF DOUBLE ROLE CONFLICT, EMOTIONAL INTELEGENGE AND COMITMENT TO THE PERFORMANCE OF THE NURSES ORGANIZATION (CASE STUDY HOSPITAL RAMPAH SULTAN SULAIMAN SEI)

**ARMIN RAHMANSYAH NASUTION**

Department of Management  
Faculty Economics  
Universitas Negeri Medan  
E-mail: armin.nasution@yahoo.com

**JUNIARTA BR SINAGA**

Department of Management  
Faculty Economics  
Universitas Negeri Medan  
E-mail : juniartabsinaga@gmail.com

### ABSTRACT

This study aims to determine whether there is influence of between dual role conflict (work-family conflict), emotional intelligence and organizational commitment performance againts nurses in Hospital Sultan Sulaiman Sei Rampah. The sample in this study aims all nurses women who are married, have children and employment status of honorary many as 78 people. Test are used to test the quality of the data and classical asumption. The hypothesis test uses multiple linear regression analysis F test and t test. Validity of test results obtained  $r_{count} > r_{table}$  for each item in question and test the reliability of the questionnaire obtained croncach alpha of each variabel that is 0,835 to variable of dual role conflict (work family conflict) (X1), 0,786 for the variable emotional intelligence (X2) and 0,664 for the variable of organizational commitment (X3) and 0,860 for the variable performance (Y). This value is more than significant level  $r_{table}$  is 0,361. The data analysis of each variable regression equation  $Y = 10,85 + (-0,034) X1 + 0,571 X2 + 0,470 X3 + e$ .  $R^2$  obtained 0,328 which mean X1, X2, X3 explain the influence of the variable Y by 32,8% while the rest influenced by other factor. The resulting partial test in the dual role conflict (work-family conflict) X1 doesn't not affect the performance while the variable emotional intelligence, organizational commitment influence the dependent variable, with research significance less than 0,05, as well as the calculation result of simultaneous test of 12,052, which mean that the hupohthesis is accepted that dual role conflict (work-family conflict), emotional intelligence and organizational commitment together significantly influence nurses performance in the Hospital Sultan Sulaiman Sei Rampah.

**Keywords :** *Dual role conflict, Emotional Intelligence, Organizational commitment*