

## ABSTRACT

*The research aims to reveal whether there is any influence by time based conflict, strain based conflict and behavior based conflict towards job satisfaction partially and simultaneously. Population in this research is of all PT. Indachi Prima Purwakarta employee members numbered 75 people. Samples used in this research is census technique or saturated sample which every single population member is used. Then the method is verificated-descriptive research with quantitative approach.*

*The double linear examination results the partial examination (t test) for time based conflict variable towards job satisfaction known as follow: t count are -2,150 with t table are known to be 1,993. Then the partial examination results (t test) for strain based conflict variable towards job satisfaction are known to be as follows: t count are -2,821 with t table are known to be 1,993. Next partial examination (t test) for behavior based conflict variable towards job satisfaction known as follow: t count are -3,019 with t table are known to be 1,993. The simultaneous examination (F test) for time based conflict, strain based conflict and behavior based conflict simultaneous towards job satisfaction are known to be as follows: F count are 24,497 and F table are 2,73. So, time based conflict, strain based conflict and behavior based conflict influence simultaneously and negative to the significant towards job satisfaction. For determination coefficient examination results ( $r^2$ ), research shows value 0,509, so the simultaneous contribution of time based conflict, strain based conflict and behavior based conflict towards job satisfaction are 50,9% and the rests are 49,1% which are influenced by other variables beyond the research's outline.*

**Keywords:** *Time Based Conflict, Strain Based Conflict, Behavior Based Conflict and Job Satisfacton*

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh *time based conflict*, *strain based conflict* dan *behavior based conflict* terhadap *job satisfaction* baik secara parsial maupun simultan. Populasi dalam penelitian ini adalah pegawai PT. Indachi Prima Purwakarta sebanyak 75 orang. Sampel yang digunakan dalam penelitian ini menggunakan teknik sensus atau sampel jenuh dimana seluruh anggota populasi dijadikan sampel. Kemudian metode yang digunakan dalam penelitian ini adalah metode penelitian deskriptif verifikatif dengan pendekatan kuantitatif.

Berdasarkan uji linier berganda diketahui hasil uji parsial (uji t) untuk variabel *time based conflict* terhadap *job satisfaction* diketahui  $t_{hitung}$  sebesar -2,150 dengan  $t_{tabel}$  diketahui sebesar 1,993. Kemudian hasil uji parsial (uji t) untuk variabel *strain based conflict* terhadap *job satisfaction* diketahui  $t_{hitung}$  sebesar -2,821 dengan  $t_{tabel}$  diketahui sebesar 1,993. Uji parsial terakhir untuk variabel *behavior based conflict* terhadap *job satisfaction* diketahui  $t_{hitung}$  sebesar -3,019 dengan  $t_{tabel}$  diketahui sebesar 1,993. Selanjutnya hasil uji simultan (Uji F) untuk variabel *time based conflict*, *strain based conflict* dan *behavior based conflict* secara simultan terhadap *job satisfaction* diketahui  $F_{hitung}$  sebesar 24,497 dan  $F_{tabel}$  sebesar 2,73, maka *time based conflict*, *strain based conflict* dan *behavior based conflict* secara simultan berpengaruh negatif dan signifikan terhadap *job satisfaction*. Untuk hasil uji koefisien determinasi ( $r^2$ ) diketahui dengan hasil 0,509, maka kontribusi secara simultan *time based conflict*, *strain based conflict* dan *behavior based conflict* terhadap *job satisfaction* adalah sebesar 50,9% dan sisanya 49,1% dipengaruhi oleh variabel lain diluar penelitian ini.

**Kata Kunci :** *Time Based Conflict, Strain Based Conflict, Behavior Based Conflict dan Job Satisfaction*