

## BAB V

### KESIMPULAN

#### A. Kesimpulan

Penelitian ini dilakukan terhadap 119 responden di BPK RI Perwakilan Provinsi Sumatera Barat yang bertujuan untuk menganalisis pengaruh *Islamic Work Ethic* dan Lingkungan Kerja terhadap *Work Family Conflict* dengan Stres Kerja sebagai variabel mediasi. Hasil penelitian menunjukkan bahwa nilai-nilai kerja Islam berperan penting dalam meningkatkan keterikatan karyawan terhadap pekerjaannya, baik secara langsung melalui peran mediasi Stres Kerja. Secara keseluruhan, hasil dari penelitian, yaitu:

1. *Islamic Work Ethic* berpengaruh negatif dan signifikan terhadap *Work Family Conflict*.
2. Lingkungan Kerja berpengaruh negatif dan signifikan terhadap *Work Family Conflict*.
3. Stres Kerja berpengaruh positif dan signifikan terhadap *Work Family Conflict*.
4. *Islamic Work Ethic* berpengaruh negatif dan signifikan terhadap Stres Kerja.
5. Lingkungan Kerja berpengaruh positif tetapi tidak signifikan terhadap Stres Kerja.
6. *Islamic Work Ethic* berpengaruh negatif dan signifikan terhadap *Work Family Conflict* melalui Stres Kerja sebagai variabel mediasi.

7. Lingkungan Kerja berpengaruh positif namun tidak signifikan terhadap *Work Family Conflict* melalui Stres Kerja sebagai variabel mediasi.

## **B. Keterbatasan**

Penelitian ini memiliki beberapa keterbatasan. Pertama, jumlah responden yang berhasil dikumpulkan hanya sebanyak 50 orang dari total 119 responden pegawai BPK RI Perwakilan Provinsi Sumatera Barat karena sebagian pegawai sedang melaksanakan tugas kedinasan luar kota serta kesibukan penyusunan laporan akhir tahun, sehingga representativitas hasil penelitian terhadap keseluruhan populasi menjadi terbatas. Kedua, variabel yang digunakan dalam penelitian ini hanya mencakup *Islamic Work Ethic*, Lingkungan Kerja, Stres Kerja, dan *Work Family Conflict*, sedangkan masih terdapat faktor lain seperti dukungan organisasi, beban kerja, dan kepemimpinan yang berpotensi berpengaruh namun belum dimasukkan ke dalam model. Ketiga, penelitian ini hanya dilakukan di satu lembaga, yaitu BPK RI Perwakilan Provinsi Sumatera Barat, sehingga hasilnya belum dapat digeneralisasikan pada instansi pemerintahan lain dengan karakteristik organisasi yang berbeda. Keempat, keterbatasan waktu penelitian yang bertepatan dengan periode kerja padat dapat memengaruhi konsentrasi serta keakuratan responden dalam menjawab kuesioner.

### C. Saran

Berdasarkan keterbatasan penelitian ini, peneliti selanjutnya disarankan untuk memperluas objek penelitian tidak hanya pada satu instansi, sehingga hasil penelitian dapat digeneralisasikan secara lebih luas. Selain itu, jumlah responden juga dapat ditingkatkan agar memperoleh hasil yang lebih representatif. Penelitian selanjutnya diharapkan dapat menambahkan variabel lain yang berpotensi memengaruhi *Work Family Conflict* dan stres kerja, seperti beban kerja, dukungan sosial, kepuasan kerja, atau *work life balance*, mengingat nilai *R-square* pada variabel stres kerja masih tergolong sedang sehingga menunjukkan adanya faktor lain di luar model penelitian ini.

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