

ABSTRACT

This study aims to determine the effect of work stress, work family conflict, and role ambiguity variables on employee organizational commitment at Sofia Juanda Hotel. This study used a sample of 50 people with a sampling that is a saturated sample. Checking the questionnaire requires validity and reliability testing, then classical assumption test and hypothesis testing. The results showed that the variable work stress, role ambiguity had a positive and significant effect on organizational commitment, while the work family conflict variable had a negative and significant effect on organizational commitment at Sofia Juanda Hotel.

Keywords: Work Stress, Work Family Conflict, and Role Ambiguity on Organizational Commitment.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh variabel Stres Kerja, *Work Family Conflict*, dan *Role Ambiguity* terhadap Komitmen Organisasional karyawan di Hotel Sofia Juanda. Penelitian ini menggunakan sampel yang berjumlah 50 orang dengan pengambilan sampel yaitu sampel jenuh. Pengecekan kuesioner memerlukan uji validitas dan uji reliabilitas, selanjutnya uji asumsi klasik dan uji hipotesis. Hasil penelitian diperoleh variabel Stres Kerja, *Role Ambiguity* berpengaruh positif dan signifikan terhadap Komitmen Organisasional sedangkan variabel *Work Family Conflict* berpengaruh negatif dan signifikan terhadap Komitmen Organisasional di Hotel Sofia Juanda.

Kata Kunci : Stres Kerja, *Work Family Conflict*, dan *Role Ambiguity* terhadap Komitmen Organisasional.