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THE EFFECT OF MULTIPLE ROLE CONFLICT, JOB STRESSOR AND THE WORK ENVIRONMENT ON WORK SATISFACTION OF THE SAMAPTA BHAYANGKARA (SABARA) POLRES PARIAMAN POLICE

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ABSTRACT: This study aims to see the effect of kon multiple roles, job stressors and work environment on the job satisfaction of the Police Unit Samapta Bhayangkara (Sabara) Pariaman Police together and individually on the job satisfaction of the Police Unit Samapta Bhayangkara (Sabara) Pariaman Police. Population and sample in this studyall over The Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police were 32 people. The results of this study indicate that (1)Multiple Role Conflict give a negative influence on the job satisfaction of the police at the Pariaman Police. (2)Stressorgive a negative influence on the job satisfaction of the police at the Kerinci Police. (3)Work environment gave a positive influence on the job satisfaction of the police at the Kerinci Police. (4)Multiple Role Conflict, Stressor and Work Environment collectively have a significant effect on the Satisfaction of Police Unit Samapta Bhayangkara (Sabara) Pariaman Police.

Keywords: *Job Satisfaction, Multiple Role Conflict, Stressor and Work Environment*

I. PRELIMINARY

Changes in globalization and the increase in science and technology and the rise in crime rates are very fast encouraging people to be more critical in choosing services in the police to protect the masses at large. This has led the police institution to compete to improve the quality and quality of the police as much as possible. The police force aims to protect and serve the community. By improving the quality of human resources, the success of police agencies in achieving the objectives of the police cannot be separated from the role of the Police. What can be done is by improving the process of working in agencies. In an effort to improve the quality of police resources, the Police are a component of human resources that must be fostered and developed continuously. Police resource potential needs to grow and develop in order to carry out their duties professionally. Training for the Police on the latest police system is useful for improving the quality and quality of the police in serving the community so that the stated objectives can be achieved. In addition, the Police can continue to learn to adapt to developments in science and technology.

The police as one of the human resources of the agency are one of the main factors and become the driving force of an agency organization in achieving and realizing the goals and objectives that have been set. The police are a key element in the organizational system, especially in the police force.This is because the police are the central point in reforming and improving the quality of service in the police. To achieve this the Police need to feel satisfaction at work. With the achievement of satisfaction at work the Police can carry out their duties optimally. The police provide contributions to the agency in the form of capabilities, expertise and skills, while the police agency is expected to provide rewards so as to provide satisfaction. The police's feeling of satisfaction with their work is often referred to as job satisfaction (Sujati, 2018).

In general, job satisfaction is a positive or pleasant emotional expression as a result of an assessment of a job or work experience. Job satisfaction is a general attitude of a policeman towards his job (Robbins, 1996). According to Mathis and Jackson, job satisfaction is a positive emotional statement which is the result of an evaluation of work experience (Sopiah, 2008: 170).

The police are required to work by providing maximum service to people in need. This can happen when the police have high job satisfaction. The high job satisfaction of the Police will be able to increase the Police's ability to implement service activities and this becomes a benchmark for the Police for the success of good servants. Someone with a high level of job satisfaction will have an enthusiastic attitude towards their work, on

the other hand someone who is not satisfied with their work has a less enthusiastic attitude towards their work. A policeman who has job satisfaction will show a positive and pleasant attitude towards his job. This positive attitude can be in the form of a willingness to accept the values held by the organization where he works.

Satsabhara is in charge of carrying out Turjawali and securing the activities of the community and government agencies, vital objects, TPTKP, handling Tipiring, and controlling the masses in the framework of maintaining security and public order as well as securing headquarters.

Table 1 Initial Survey Data of Police Job Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police

No.	Question	Answer Score (%)	
		Agree	**Disagree**
1	I feel that the company has provided a salary in accordance with applicable standards.	30	70
2	I enjoy working with colleagues who provide me with sufficient support	35	65
3	I feel that my boss can provide support to his subordinates	40	60
4	I like work that is interesting and challenging	45	55
	Average	**37.5**	**62.5**

Source: Preliminary Survey Results at the Pariaman Police

Based on table 1, it can be seen from the results of the initial survey conducted by researchers that on average the police disagreed with the answers to the questions raised by the researchers by 62.5% and those who answered agreed were very low on average of 37.5%. It can be seen that the job satisfaction of the Police among the 20 respondents who conducted the initial survey interview was problematic.

The results of Johan's (2002) study state that the factors that cause a police officer to be satisfied or dissatisfied in carrying out their duties as an educator can be divided into two groups, namely intrinsic factors (factors that come from within a police officer) and extrinsic factors (factors that come from outside himself a Police). Intrinsic factors within the police can be in the form of motivation, commitment and multiple role conflicts. Extrinsic factors will consist of psychological factors (ideals, attitudes, life views, and students' abilities) social factors (values and norms that live in the agency, the relationship between the Police and the head of the agency and the relationship between the Police and fellow Police colleagues and employees in the agency) , physical factors (length of time working and conditions of the workplace environment) and financial factors (salary, benefits and social security).

One of the intrinsic factors that affect police job satisfaction is the role conflict experienced by the police in carrying out their duties (Churiyah, 2011). A policeman will generally be assigned a role by a superior as a leader, a counterweight in a work team, or those who are positioned as supporters in each of his duties. Multiple role conflicts arise because roles with different orientations both require time, effort and attention so that if one role is done well, the other will be neglected. Working outside the home has an impact on domestic life, because by working, the time spent taking care of household matters is reduced (Puti, 2007). Multiple role conflicts can also result in lower work performance.

Research methods

The population in this study were all Police Unit Samapta Bhayangkara (Sabara) Polres Pariaman totaling 32 people. The sampling technique uses total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population(Sugiyono, 2017). The reason for taking total sampling is because according to(Sugiyono, 2017) the total population of less than 100 the entire population was used as the research sample.

Hypothesis testing in this study uses multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the variables that affect and the variables that are affected. With the multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots \quad (1)$$

Where:
Y   = Job Satisfaction
a   = Intercept constant
X1   = Multiple Role Conflict

X2   = Work Stressor
X3   = Work Environment
b1,… b4 ,. = Regression Coefficient
e   = Error Term

II.   RESEARCH RESULT

Classic assumption test
Normality test

The author used this normality test to test the normality of the regression model. Testing is done using the method*kolmogorov-smirnovtest*against each variable. The regression model is normally distributed if the Kolmogorov-Smirnov sign value for each variable is greater than α = 0.05. The results of the normality test can be seen in table 2.

From the table 2 which is a normality test, it can be seen that in the regression model, confounding or residual variables have a normal distribution. This can be seen from the results of the sig value of the Job Satisfaction variable (Y) is 0.214 > 0.05 Multiple Role Conflict Variable (X1) is 0.128 > 0.05; Stressor variable (X2) is 0.398> 0.05; Work Environment variable (X3) is 0.090 > 0.05. So it is concluded that for the variables of Job Satisfaction, Multiple Role Conflict, Stressor and Police Work Environment Samapta Bhayangkara Unit (Sabara) Pariaman Police Unit Samapta Bhayangkara (Sabara) Police Pariaman Police have a normal distribution.

Table 2 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Job satisfaction	Multiple Role Conflict	Stressor	Work environment
N		32	32	32	32
Normal Parameters a	Mean	54,0000	26,7294	26.7529	26.3882
	Std. Deviation	2.31969	1,52275	1,69668	2.17723
Most Extreme Differences	Absolute	.171	.159	.157	.135
	Positive	.086	.112	.132	.100
	Negative	-171	-159	-157	-135
Kolmogorov-Smirnov Z		1,573	1,464	1,448	1,246
Asymp. Sig. (2-tailed)		.214	.128	.398	.090
a. Test distribution is Normal.					

Source: SPSS output results, 2020.

Multicollinearity Test

Multicollinearity test is useful for testing whether the regression model found a correlation between the independent variables. A good regression model should not have a correlation between the independent variables, if the independent variables are correlated, these variables are not orthogunal.. Orthogunal variables are independent variables whose correlation value between independent variables = 0 (Ghozali, 2011). Multicollinearity can be seen from tolerance and Variance Inflation Factor (VIF).The way to find out whether there is a multicollinearity test deviation is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value> 0.10 and the VIF value <10 then the data is free from multicollinearity symptoms. can be seen in table 3.

Table 3 Multicollinearity Test Results

Coefficientsa		Collinearity Statistics	
Model		Tolerance	VIF
1	Multiple Role Conflict	.937	1,067
	Stressor	.971	1,030

|	Work environment	.960	1,042
a. Dependent Variable: Y			

Source: SPSS output results, 2020

Based on the multicolinearity test in the table above, it can be seen that there is no relationship between the independent variables because all the VIF values of the independent variables <10.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variants from the residuals from one observation to another. If the variance from the residual of one observation to another remains, it is called homokedastability and if different is called heteroscedasticity. Detecting heteroscedasticity in this study using the Plott Graph test (Scatter Plot). This test if there is no clear pattern, such as a point spread above and below the number 0 (zero) on the Y axis, then there is no heterocedacity. The test results can be seen in Figure 1.

Picture 1
Heterokedacity Test Results
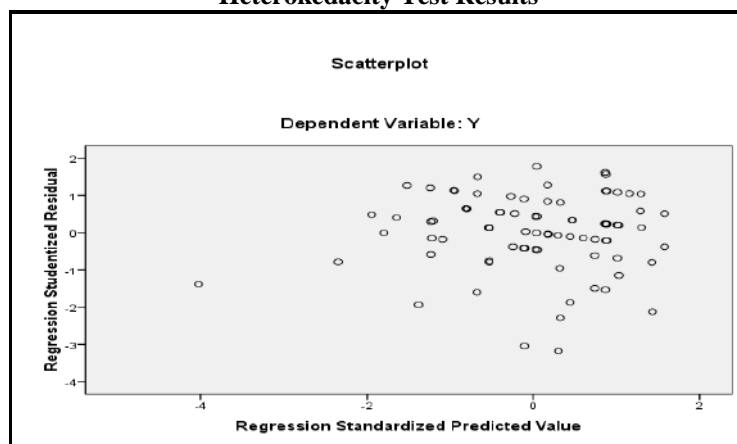
In Figure 1, it can be seen that there is no clear pattern and the dots spread above and below the number 0 on the Y axis. This shows that the data in this study did not occur Heteroscedasticity.

Research Hypothesis Test
Multiple Linear Regression Analysis

In testing the research hypothesis, multiple linear regression tests were used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing t_{count} with t table and sig value with α = 0.05. In detail, the results of multiple regression testing can be seen in Table 4.

Based on Table 4, the estimation model can be analyzed as follows:

Y = 41,766 - 0.177 (X1) - 0.231 (X2) + 0.151 (X3) ……………….. (2)

Based on the above equation, it can be explained that:

a. From the above equation it can be seen that there is a constant value of 41,766 which means that if Multiple Role Conflict, Stressor, Work Environment is zero, then the value of the Job Satisfaction variable is at 41,766. This means that the Multiple Role Conflict, Stressor, Work Environment variables contribute to the improvement of the Police Job Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police, the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police.

b. The regression coefficient value of Multiple Role Conflict is negative 0.177. This means that if the Multiple Role Conflict the work decreases by one unit it will result in an increase in Job Satisfaction of 0.177 unit.

c. The value of the Stressor regression coefficient is negative, namely 0.231. This means that if the stressor decreases by one unit, it will result in an increase in the Satisfaction of the Samapta Bhayangkara Police Unit (Sabara), the Pariaman Police, the Samapta Bhayangkara (Sabara) Police Unit, the Pariaman Police by 0.231 unit.

d. The regression coefficient value for the Work Environment is positive, namely 0.151. This means that if the Work Environment increases by one unit it will result in an increase in the Satisfaction of the

Samapta Bhayangkara Police Unit (Sabara), the Pariaman Police, the Samapta Bhayangkara (Sabara) Police Unit, the Pariaman Police by 0.151 unit.

Table 4
Multiple Regression Equation

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41,766	6,025		6,932	.000
	Multiple Role Conflict	-177	.039	.051	-4,455	.000
	Stressor	-231	.065	.169	-3,541	.002
	Work environment	.151	.035	.142	4,287	.000
a. Dependent Variable: Y						

Source: SPSS Output Results (2020)

Regression Coefficient Test (t test)
Hypothesis Testing 1
The first hypothesis proposed, that Multiple Role Conflict partially has a negative effect on the Job Satisfaction of Police Unit Samapta Bhayangkara (Sabara) Pariaman Police. Based on the analysis of the t test, it is known that the significance level of the Multiple Role Conflict variable is 0,000<from the significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, it means that there is a significant negative effect between Multiple Role Conflict on the Satisfaction of Police Work Unit Samapta Bhayangkara (Sabara) Pariaman Police Unit Samapta Bhayangkara (Sabara) Pariaman Police.

Hypothesis Testing 2
The second hypothesis proposed, that Stressor partially has a negative effect on the Satisfaction of the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police. Based on the analysis of the t test, it is known that the significance level of the Stressor variable is 0,002 <from the significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, it means that there is a significant negative effect between stressors on the job satisfaction of the Samapta Bhayangkara Police Unit (Sabara), Pariaman Police Unit, Samapta Bhayangkara (Sabara) Police, Pariaman Police.

Hypothesis Testing 3
The third hypothesis proposed, that Work Environment partially has a negative effect on Job Satisfaction. Based on the analysis of the t test, it is known that the significance level of the Work Environment variable is 0,000 <from the significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, it means that there is a significant positive influence between the work environment and the job satisfaction of the Samapta Bhayangkara Police Unit (Sabara), the Pariaman Police Unit, the Samapta Bhayangkara Police Unit (Sabara), the Pariaman Police.

Hypothesis Testing 4
The fourth hypothesis is proposed, that the Multiple Role Conflict, Work Environment, and Work Environment collectively have a positive effect on the Satisfaction of Police Unit Samapta Bhayangkara (Sabara) Pariaman Police. Based on the analysis results of the F test, it is known that the significance level of the Multiple Role Conflict, Stressor, and Work Environment variables is 0.000 <0.05. Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, it means that there is a significant influence jointly between Multiple Role Conflict, Stressor, and Work Environment on the Satisfaction of Police Unit Samapta Bhayangkara (Sabara) Pariaman Police Unit Samapta Bhayangkara (Sabara) Pariaman Police. As can be seen in table 5.

Table 5 F Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24,930	3	8,310	3,576	.000a
	Residual	427,070	29	5,272		
	Total	452,000	32			

ANOVAb					
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24,930	3	8,310	3,576	.000a
	Residual	427,070	29	5,272		
	Total	452,000	32			
a. Predictors: (Constant), X3, X2, X1						
b. Dependent Variable: Y						

Source: SPSS Output Results (2020)

Coefficient of Determination (Adjusted R Square)

The coefficient of determination aims to see or measure how far the model's ability to explain variations in the independent variable, where the value is *R square*used for research with 2 variables and the value of Adjusted R Square is used for research with more than 3 variables. The coefficient of determination in this study is taken from the Adjusted R Square value which can be seen in table 6.

Table 6 Test results *R Square*

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.835a	.697	.641	2.29619
a. Predictors: (Constant), X3, X2, X1				
b. Dependent Variable: Y				

Source: Results of SPSS data processing (2020)

Based on the results of the Adjusted R square analysis is 0,641This means that 64.1% of the Police Job Satisfaction of the Samapta Bhayangkara (Sabara) Police at the Pariaman Police is influenced by the independent variable of Multiple Role Conflict, Stressor, Work Environment. While the remaining 35.9% is influenced by other variables outside the model.

Influence Multiple Role Conflict on Police Job Satisfaction Samapta Bhayangkara (Sabara) Police Pariaman Unit Samapta Bhayangkara (Sabara) Police Pariaman Police.

The results of this study indicate that the Multiple Role Conflict has a significant negative effect on the Job Satisfaction of the Samapta Bhayangkara Police Unit (Sabara), Pariaman Police Unit, Samapta Bhayangkara (Sabara) Police Unit, Pariaman Police. This indicates that the Dual Role Conflict determines the job satisfaction of the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police, the Samapta Bhayangkara (Sabara) Police Unit, the Pariaman Police. This means that the higher the Dual Role Conflict of the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police, the lower the Job Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police.

From the results of this study, it appears that the Multiple Role Conflict variable has a coefficient of -0.177which means Multiple Role Conflict has a big influence. This indicates that the Dual Role Conflict can play a role in increasing the Satisfaction of the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police. If the Pariaman Police wants to increase the Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police, then it must reduce the Dual Role Conflict of the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police.

This is in line with opinion According to Moh. As'ad in Sunyoto (2015), job satisfaction is a pleasant or unpleasant emotional state in which the Police Unit Samapta Bhayangkara (Sabara) of the Pariaman Police views their job. Job satisfaction reflects a person's feelings about his job. This can be seen in the positive attitude of the Police Unit Samapta Bhayangkara (Sabara) Pariaman Police towards work and everything that is faced in their work environment.

The results of this study are in line with the research Priyatnasari and Balqis (2016) (2017) which shows that Multiple Role Conflict has a significant and significant effect on Job Satisfaction.

Influence Stressor on Job Satisfaction of Police Unit Samapta Bhayangkara (Sabara) Pariaman Police.

The results of this study indicate that the stressor has a significant negative effect on the job satisfaction of the Samapta Bhayangkara Police Unit (Sabara), the Pariaman Police Unit, the Samapta Bhayangkara (Sabara)

Police Unit, the Pariaman Police. This indicates that the Police Stressor of the Samapta Bhayangkara (Sabara) Unit of the Pariaman Police determines the job satisfaction of the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police Unit, the Samapta Bhayangkara (Sabara) Unit of the Pariaman Police. This means that the higher the agency stressor, the lower the job satisfaction of the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police.

From the results of this study, it appears that the work stressor variable has a coefficient of -0.231which means that the job stressor has the greatest influence over the other variables. This indicates that a high stressor can reduce the job satisfaction of the Samapta Bhayangkara (Sabara) Police at the Pariaman Police. If the Pariaman Police want to increase the Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police, then they must reduce the Police Stressor for the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police which has an agency.

This is in line with opinion Robbins (2015), Lack of social support from peers and poor interpersonal relationships can cause considerable stress. Working conditions that cause stress, explained by Davis, K, (1996: 198) can come from: excessive workload, time pressure and pressure, poor quality of supervisors, unsafe political climate, inadequate authority to carry out responsibility , conflict and role ambiguity, the difference between firm and employee values. In conclusion, the causes of stress are actually divided into two, namely on the job and off the job (Handoko, 2014).The results of this study are in line with the research Marissa (2013) which shows that Stressor affects Job Satisfaction.

Influence Influence Work Environment on Satisfaction of Police Work Unit Samapta Bhayangkara (Sabara) Pariaman Police

The results of this study indicate that the work environment has a significant positive effect on the job satisfaction of the Samapta Bhayangkara Police Unit (Sabara), the Pariaman Police Unit, the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police. This indicates that the work environment determines the job satisfaction of the Samapta Bhayangkara Police Unit (Sabara), the Pariaman Police Unit, the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police. This means that the better and better the Police Work Environment for the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police, an agency, will increase the Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police.

From the results of this study, it appears that the Work Environment variable has a coefficient 0.151which means that the work environment has an influence. This indicates that the Work Environment can play a role in increasing the Job Satisfaction of the Police Unit of Samapta Bhayangkara (Sabara) at the Pariaman Police. If the Pariaman Police wants to increase the Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police, then it must create a good working environment for the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police in the agency.

The results of this study are in line with Suhadi's (2016) research which shows that There is a significant positive influence between the Work Environment on Job Satisfaction.

The Effect of Multiple Role Conflict, Stressor, Environment Work on the Satisfaction of Police Work Unit Samapta Bhayangkara (Sabara) Pariaman Police.

The results of this study indicate that the Multiple Role Conflict, Stressor, Work Environment together have a significant influence on the Job Satisfaction of the Police Unit of Samapta Bhayangkara (Sabara) Pariaman Police with an Anova test F value of 0.000 smaller than 0.05. This indicates that Multiple Role Conflict, Stressor, Work Environment determines the Job Satisfaction of Police Unit Samapta Bhayangkara (Sabara) Pariaman Police Unit Samapta Bhayangkara (Sabara) Police Pariaman. This means that Multiple Role Conflict, High Stressor, and Poor Work Environment, it will increase the Satisfaction of the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police.

This is in line with research Priyatnasari and Balqis (2016), Marisa (2013), Suahdi (2016), which shows that The results show support for a significant influence between Multiple Role Conflict, Stressor and Work Environment on the Satisfaction of Police Work Unit Samapta Bhayangkara (Sabara) Pariaman Police.

III.   CONCLUSION

Based on the results of testing and discussion of the hypotheses described in the previous chapter, the following conclusions can be drawn:

1. Multiple Role Conflict has a negative effect on the Satisfaction of Police Unit Samapta Bhayangkara (Sabara) Pariaman Police. This means that the Police Job Satisfaction of the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police will increase if the Dual Role Conflict in the agency is low and makes the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police comfortable to work and can increase their job satisfaction.

2. Stressors have a negative effect on the Satisfaction of Police at the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police. This means that the Police Job Satisfaction of the Samapta

Bhayangkara (Sabara) Unit of the Pariaman Police will increase if the stressor is low, because stressors can reduce the morale of the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police in carrying out their work. The higher the Stressor of a Police Unit of Samapta Bhayangkara (Sabara) of the Pariaman Police in an agency, the lower the Job Satisfaction in doing his job in the agency.

3. The work environment has a positive influence on the job satisfaction of the Samapta Bhayangkara (Sabara) Police Unit at the Pariaman Police. This means that the Police Job Satisfaction of the Samapta Bhayangkara (Sabara) Unit of the Pariaman Police will increase if the agency's work environment is very good and good, so that the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police becomes enthusiastic about doing a good job. And a good work environment will encourage high job satisfaction.

4. Multiple Role Conflict, Stressor, has a negative effect and the Work Environment has a positive effect on the Job Satisfaction of the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police. With the F ANOVA test number of 0.000, the job satisfaction of the Police Unit of Samapta Bhayangkara (Sabara) at the Pariaman Police is influenced by the independent variable Multiple Role Conflict, Stressor and Work Environment.

Based on the results of the analysis of the discussion as well as some conclusions in this study, there are suggestions that can be given through the results of this study in order to get better results, namely:

1. For further researchers, it is hoped that they can research with other variables outside of this variable in order to obtain more varied results that can describe what things can affect Job Satisfaction and it is suggested to expand the scope of research on the effect of Multiple Role Conflict, Stressor, Work Environment. Against the Satisfaction of Police Work Unit Samapta Bhayangkara (Sabara) Pariaman Police used in this study.

2. The management of the agency is expected to reduce Dual Role Conflict and Stressor at the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police. Because in order to achieve better productivity and achievement of agency goals, Multiple Role Conflict and low stressor are needed as well as loyalty from the Samapta Bhayangkara (Sabara) Police Unit of the Pariaman Police. When the Dual Role Conflict, low stressor and a good working environment in the agency, then the job satisfaction at the Samapta Bhayangkara Police Unit (Sabara) at the Pariaman Police also increases.

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