

ABSTRACT

This study aims to analyze and determine the effect of work family conflict and family work conflict on employee performance through affective commitment as an intervening variable at PT Tarindo Pati. The population used in this study were female permanent employees married. The number of samples used in this study were 100 respondents, with characteristic employees who are married.

Data was collected through the distribution of questionnaires on samples selected through non-probability sampling techniques with purposive sampling method. Measurements in the questionnaires using a Likert Scale. The analysis method uses a structural equation model (Structural Equation Modeling/SEM) based on the Partial Least Square (PLS) variant which is processed using the SmartPLS version 3.2.9 application to see the influence between the independent and dependent variables and the role of the mediating variable.

Based on hypothesis testing through t-statistical test with a bootstrapping method, the results showed that work family conflict variable has a significant negative effect on affective commitment, and has a insignificant positive effect on employee performance. Family work conflict variable has a significant negative effect on affective commitment and and has a insignificant negative effect on employee performance. In addition, it is also proven that affective commitment variable can mediate the relation between work family conflict and family work conflict on employee performance.

Keywords : Work Family Conflict, Family Work Conflict, Affective Commitment, Employee Performance