

## **ABSTRACT**

*Purpose – A person is currently facing problems such as work-to-family and family-to-work conflicts. Therefore, the purpose of this paper is to explore the relationship between, work-family conflict, and family-work conflict and employee performance with work-life balance as a moderation variable. Design/methodology/approach – The object of this research is a full-time teaching lecturer. With respondents 105 teaching staff of Muhammadiyah University in Lamongan by applying linear regression analysis to test seven hypotheses. Findings – The results showed that work-family conflict and family work conflict positively affect employee performance. Work-life balance has a moderating effect on relationships, family work conflict, and employee performance. The implication in this study is that organizations can minimize the decline in performance due to work-family conflicts and family-to-work conflicts and must pay attention to work-life balance for employees.*

**Keywords:** *family work conflict, family work conflict, work life balance, employee performance*