

ABSTRACT

This study aims to analyze and determine the effect of work-family conflict and Job Stress on employee performance through affective commitment as an intervening variable at PT. Sai Apparel Industries. This study uses work-family conflict and job stress as independent variables, employee performance as the dependent variable, and affective commitment as the intervening variable.

This uses primary data sources through the distribution of research questionnaires, and secondary data through journals, books, and relevant data obtained from companies. The population used in this study were female employees 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 the t-statistic test with the bootstrapping method, the results show that the Work Family Conflict variable has a negative and significant effect on employee performance and a significant negative effect on affective commitment. Job stress has a negative and significant effect on employee performance, and has a significant negative effect on affective commitment. In addition, from the results of intervening tests on specific indirect effects affective commitment variables can mediate the relationship between work-family conflict and job stress on employee performance.

Keywords: Work-Family Conflict, Job Stress, Affective Commitment, Employee Performance