

ABSTRACT

Work-family conflict is a role conflict that arises between employees, on the one hand they have to work in the office, and on the other hand they have to take care of the entire family, so it is difficult to distinguish between conflicts between work and family and between family and work and can affect employee performance. So the aim of this research is to examine the effect of work family conflict on employee performance and increase by adding work life balance as an intervening variable. In this study, the population was determined, namely female employees at the BUMN PT X Semarang Branch. The sampling technique in this research is census sampling, which means that all members of the population will be used as research samples with a sample size of 55. The results of the research found that work family conflict has a negative and significant effect on employee performance at the BUMN PT X Semarang Branch. Furthermore, work family conflict has a positive and significant effect on work life balance. Next, work life balance has a positive and significant effect on employee performance. Based on test results using the SmartPLS application program version 3.2.9 (Smart Partial Least Square), it can be concluded that work life balance can mediate between work family conflict and employee performance.

Keywords: Work Family Conflict, Work Life Balance, Employee Performance