

ABSTRACT

This research aims to analyze and find evidence regarding the influence of work-family conflict and job stress on employee performance, with work-life balance as a mediating variable. The population studied consists of married female civil servants with children in six local government organizations in Central Java. The sample was obtained using a census method, with a total of 130 participants. Data were processed and analyzed using structural equation modeling (SEM) in the AMOS 24.0 software. The results of the study indicate that work-family conflict and job stress have a significant negative impact on employee performance, while work-family conflict and job stress also have a significant negative impact on work-life balance, in contrast, work-life balance has a significant positive impact on employee performance.

Kata kunci: *Work-Family Conflict, Work Stress, Work-Life Balance, Employee Performance*