

## ABSTRACT

*Nurse performance is an important factor for the sustainability of the hospital. Busy working hours and pressure from many aspects will certainly make nurses feel tired both physically and mentally and will interfere with their lives. Therefore, this research aims to determine the relationship between work-family conflict, compensation, and job stress on the performance of female nurses at dr. Ario Wirawan Salatiga Hospital.*

*This descriptive research through questionnaires involved 102 female nurses at dr. Ario Wirawan Salatiga Hospital and used the census method. Hypothesis testing in this study used multiple linear analysis using SPSS version 25 with measurement techniques using a Likert scale of 1-5.*

*The findings of this study indicate that the work-family conflict variable has a negative and significant effect on nurse performance, the compensation variable has a positive and significant effect on nurse performance, and the work stress variable has no significant effect on nurse performance. Having nurses with good and professional performance is important for hospitals, so it is hoped that hospitals will pay attention to the distribution and demands of work on each nurse and be adjusted to the abilities of each nurse.*

***Keywords: Female Nurse, Work Family Conflict, Compensation, Job Stress, Employee Performance, dr. Ario Wirawan Salatiga Hospital***