

ABSTRACT

This study aims to analyze the effect of work family conflict and job stress on nurse performance, with organizational support as a moderating variable. The study was conducted on 135 inpatient nurses at Roemani Muhammadiyah Hospital in Semarang City using quantitative methods and SEM analysis with the help of AMOS. Results showed that job stress had a significant negative effect on nurse performance, while work-family conflict had no direct effect. However, organizational support proved to be able to significantly moderate the influence of both on performance. This shows the importance of the organization's role in helping nurses deal with work stress and role conflict. The practical implication of this study is the need for hospitals to increase organizational support through flexible work policies and attention to employee welfare.

Keywords:

Work Family Conflict, Job Stress, Nurse Performance, Organizational Support