

ABSTRACT

The increasing of women's participation in the workforce lead to greater in the fulfillment of work and family roles, which may affect employee performance within an organization. Therefore, the aims of this study is to establish the effect of Work-Family Conflict on Employee Performance with Job Stress as a Intervening Variable.

The research was conducted among female employees working at PT Putra Albasia Mandiri, with a sample of 85 respondents selected using census technique. Data were analyzed using the Structural Equation Modelling-Partial Least Square (SEM-PLS) Partial Least Square (PLS) method with SmartPLS 4.0.

The findings of this study indicate that Work Family Conflict does not have a direct effect on Employee Performance. Work Family Conflict has a positive and significant effect on Job Stress. Furthermore, Job Stress has a negative and significant effect on Employee Performance and fully mediates the relationship between Work Family Conflict and Employee Performance.

Keywords: Work-Family Conflict, Job Stress, Employee Performance, Female Employees

