

## ABSTRACT

*This study aims to analyze the effect of work-family conflict on employee performance with employee welfare as a mediating variable and social support as a moderating variable in nurses at Roemani Muhammadiyah Hospital, Semarang. The study used a quantitative approach with a saturated sampling technique on 114 nurses and was analyzed using Partial Least Square-Structural Equation Modeling (PLS-SEM) with SmartPLS 4. The study findings showed that work-family conflict had no effect on employee performance, while work-family conflict had an effect on employee welfare. In addition, employee welfare was proven to have an effect on employee performance and was able to mediate the relationship between work-family conflict and employee performance. The study findings also showed that social support was able to moderate the relationship between work-family conflict and employee performance by weakening the negative impact of work-family conflict on nurse performance. These findings indicate that employee welfare and social support are important factors in maintaining and improving nurse performance despite facing conflicts between work and family demands.*

**Keywords:** *Work-family conflict, Employee well-being, Social Support, Employee performance, Nurses.*

