

ABSTRACT

This study aims to analyze the effect of work-family conflict on employee performance, with employee well-being as a mediating variable among nurses at Roemani Muhammadiyah Hospital, Semarang. This research was motivated by the high work demands faced by nurses, which may create conflicts between work and family roles and potentially affect employee well-being and performance. In addition, previous studies regarding the relationship between work-family conflict and employee performance have shown inconsistent results.

This study adopted a quantitative approach using the variables of work-family conflict, employee well-being, and employee performance. Data were collected through questionnaires distributed to 137 permanent nurses at Roemani Muhammadiyah Hospital, Semarang, using a total sampling technique. The data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4.0.

The results showed that work-family conflict had a negative but insignificant effect on employee performance. Meanwhile, employee well-being was found to significantly mediate the relationship between work-family conflict and employee performance, indicating a full mediation effect. This study suggests that hospitals need to improve nurses' well-being to maintain optimal employee performance despite work pressures and family conflicts.

Keywords: Work Family Conflict, Employee Well Being, Employee Performance, Nurses, PLS-SEM

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