

ABSTRACT

The increasing of woman participation in labor force has now become interesting phenomenon in many countries, including developed countries. The entry of woman into the workforce will bring out a lot of consequences for the community, especially in family life and the involved individuals. The purpose of this study is to analyze the effect of work-family conflict towards the work stress, the effect of work stress towards the job satisfaction, the effect of work-family conflict towards performance, and the effect of job satisfaction towards the employee's performance.

The data used in this research is collected from 119 respondents of the married female employees in PT ARA Shoes Indonesia. The questions are spread through questionnaires distributed by purposive random sampling technique. The data is analyzed by using Path Analysis. Data analysis techniques in this study include index score, validity test, reliability test, classic assumption test, coefficient of determination test, hypothesis test, and analyzing path through direct effect, indirect effect, and total effect.

The study reveals that work stress and work-family conflict affect job satisfaction negatively and significantly, work stress affect employee's performance negatively and significantly, and work-family conflict affects employee's performance positively and significantly.

Keywords : work stress, work-family conflict, job satisfaction, employee's performance