

ABSTRACT

This study aims to determine the influence of work family conflict on woman employee perform with stress as intervening variable. Where independent variables namely work family conflict, which consists of time based conflict, strain based conflict, and behavior based conflict. And as dependent variables is woman employee woman perform, which consist of results of individual task, behaviour individual character. As intervening variables is stress which consists of on the job and off the job.

This research was conducted at PT Nyonya Meneer in the city of Semarang. Data collection methods in this study is to questionnaires filled out by respondents are woman employees of PT. Nyonya Meneer Semarang who work in PT Nyonya Meneer Semarang. The samples were 57 respondents in this study using the purposive random sampling. Independent variables in this research is work family conflict, as Variable dependent is woman employee perform, and for intervening variables is stress from woman employee. The analysis used in this research include validity test, reliability test, the classic assumption test, multikolinieritas test, heterokedastisitas test, simple linear regression analysis, multiple linear regression analysis, coefficient of determination, hypothesis test including t test, F test, dan coefficient of determination (R^2), and mediation test.

Results using simple linear regression showed that the independent, work family conflict, variables have a positive appreciation and recognition of independent variables, woman employee perform, event to using multiple linear regression showed that intervening variables, stress, have a negative and significant of dependent variables, woman employee perform. Results of analysis using the t test can be known work family conflict and stress has a significant impact on perform of woman employees of PT. Nyonya Meneer Semarang. Results of analysis using the coefficient of determination is known that 63,1% variable job satisfaction can be explained by the variation of the variable work family conflict, stress and woman employees perform, while 36,9% explained by other variables not included in this study.

Keywords : *Work Family Conflict, Stress, and Woman Employees Perform*