

ABSTRACT

The competitive pressures of the business world require organizations to think about how to adapt to the changing environment. The main point of the adaptation is performance (McNeese-Smith, 1996; Fitz-Enz, J., 2000; Bloom & Reenen, 2011; Almalki *et al.*, 2012; Elnaga & Imran, 2013). Many research on to performance are conducted and keep on developed. Performance influenced by several factors such as quality of work life, self-efficacy, organizational support, employee behavior, commitment, and others.

The quality of work life responds to the desires and expectations of employees in order to improve the quality of human resources. These responses include compensation, working conditions, career paths, opportunities to participate, working rules, and social relevance in working life. A positive response to quality of work-life stimulates career advancement, which is supported by all parties, including the family.

The research proposed Family-Supported Career Advancement as a new concept. This concept is delivered by Social Cognitive theory, Stakeholder theory, and Work-life Balance theory. This new concept is bridging the relationship of quality of work life and employee performance. The analysis has proved that the new concept is positively accepted and significant. The research was taken on 7 (seven) regionally-owned enterprises in Central Java. The result shows some positive and significant due to all hypotheses proposed. The findings of the study show that family support is the key to achieving maximum performance for employees in addition to self-confidence and work environment support. When each individual feels positive energy from the work environment, this energy will help them to create positive behaviors in the workplace. The family-supported career advancement that exists for each individual provides a positive boost in performance and responds the situations at work.

Keywords: Quality of Work-life, Family-Supported Career Advancement, Employee Performance, Self-Efficacy, Perceived Organizational Support.