

## ***ABSTRACT***

Employee performance is often associated with employee performance at work, this is related to the quality and quantity of doing work. In performance appraisal, what is assessed is not only the result but also behavior at work. Many factors can affect employee performance, such as work stress and work-family conflict. This study aims to determine the effect of work stress and work family conflict on employee performance through job satisfaction as an intervening in BPJS Keteragakerjaan Banda Aceh employees.

This type of research is descriptive quantitative. Using primary data obtained from distributing questionnaires to employees of BPJS Keteragakerjaan Banda Aceh Branch. The data were processed using SPSS with path analysis (part analysis). The analysis of the data produced is instrument test, classical assumption test and hypothesis testing.

The results of the analysis of this study indicate that job stress has a significant negative effect on employee performance and not significant on job satisfaction. Meanwhile, family work conflict has no significant positive effect on employee performance and on job satisfaction. Work stress and family work conflict on employee performance with job satisfaction as an intervening variable have a significant positive effect.

Keywords: work stress, family work conflict, job satisfaction, employee performance