

ABSTRACT

This research aims to determine and analyze the effect of work family conflict on employee performance with work life balance as an intervening variable for nurses at Rumah Sakit PKU Aisyiyah Boyolali, Central Java. The population used in this research were all permanent nurses at Rumah Sakit PKU Aisyiyah Boyolali. The sampling technique in this research used the census method technique. The number of samples used in this research was 100 respondents with the characteristics of permanent nurses.

Data collection was carried out by distributing questionnaires online via Google Form to samples selected through the sampling method, namely the census method. Measurement of the questionnaire sample uses a Likert scale. Five (5) points and hypotheses in the research were tested using the SEM (Structural Equation Modeling) method, a multivariate statistical analysis method with the help of computer software in the form of the SmartPLS program version 3.2.9.

The results of the analysis of statistical tests show that the work family conflict variable has a negative and significant effect on employee performance. Apart from that, it is also known that the work family conflict variable has a positive and significant effect on work life balance. The work life balance variable has a positive and significant effect on employee performance. And the work life balance variable can mediate the relationship between work family conflict and employee performance. Rumah Sakit PKU Aisyiyah Boyolali can carry out a deeper evaluation of health workers by means of surveys and counseling related to problems being faced by health workers, work family conflict. This can help health workers solve their problems, understand what is needed, and also understand what is happening to health workers due to work family conflict to prevent a decline in employee performance. Apart from that, related agencies can also add adequate facilities to support employee work-life balance so that employee performance increases.

Keyword: work family conflict, work life balance, employee performance