

## **ABSTRACT**

*Female nurses are a vital pillar and front guard for the country in breaking the chain of the spread of Covid-19. More than 70 percent of the world's medical personnel are women. In Indonesia, according to World Health Organization (WHO), the number of female nurses reaches 71 percent, the number of female doctors reaches 50 percent, and all midwives are women. Hospitals with dominating female nurses cause them to have high intensity as working mothers. Working mothers can experience decreased performance due to depression, stress, increased physical fatigue, and low energy levels.*

*This study aims to determine the effect of work-family conflict, Islamic work ethics, and Islamic organizational culture on the performance of female nurses at Roemani Muhammadiyah Semarang Hospital. The method used in this research is to use data collection through questionnaires. The population in this study were female nurses at Roemani Muhammadiyah Semarang Hospital. Using 86 samples with a purposive sampling technique. This study uses multiple linear analysis using the Statistical Package for Social Science (SPSS) version 25 with a Likert scale measurement technique.*

*The results showed that the work-family conflict variable did not partially affect female nurses' performance. Meanwhile, the Islamic work ethic partially has a positive and significant effect on the performance of female nurses. Islamic organizational culture is partially proven to have a significant and positive effect on the performance of female nurses. Work-family conflict, Islamic work ethics, and Islamic organizational culture simultaneously have a positive and significant effect on the performance of female nurses.*

**Keywords:** *Female Nurse, Work-Family Conflict, Islamic Work Ethics, Islamic Organizational Culture, Nurse Performance, Female Nurse, Semarang Hospital.*