

ABSTRACT

This study examines the antecedent and its impact of work family-conflict on employee performance. Supervisor support, family support, role overload, and religiosity as antecedents. Work-family conflict analyzed in two dominant interests, which are more dominant in the work referred to the work-conflict futuristic, while the more dominant in the family called the work-family conflict nurturistik. The impact of work-family conflict is need for affiliation, need for achievement, in-role performance and extra-role performance. Conservation of resources theory is used to describe the work-family conflict.

The respondents of this study were employees of government foreign exchange bank in the region of Central Java and Yogyakarta. Survey data collection methods and as many as 411 of the 650 questionnaires distributed, and used in the analysis of as many as 250 pieces. Proportionale random and convenience sampling were used in this research. Validity and reliability testing conducted prior to examine the relationship between variables using a structural equation model. General Least Square (GLS) was used in this analysis.

This research has contribution toward the literature in work family-conflict in three ways. First, futuristic work-family conflict is influenced by supervisor support, religiosity and role overload. Second, this research didn't show that futuristic work-family conflict and need for achievement as mediator between supervisor support and in-role performance. Third, this research didn't show that nurturistik work-family conflict and need for affiliation as mediator between family support and extra-role performance.

Keywords: religiosity, supervisor support, family support, role overload, futuristic work-family conflict, nurturistik work-family conflict, need for affiliation, need for achievement, extra-role performance, in-role performance.