

ABSTRACT

Equality between men and women bring into no longer a barrier between them. Technology and science are growing make a lot of women workers. There is no doubt about capabilities and performance of women in the company. Performance are the quantity and quality produced by employees. Therefore, the success of the company is largely determined by employee or human resources within the company. If the employee has a role ambiguity would be done and or work-family conflict, then this will cause the pressure that led to the emergence of stress. Increasing stress causes the employee's performance decreases.

The data used in this study were collected through questionnaires and implemented to 72 female employees of PT Nyonya Meneer that work at production, who has married and have a family or a service life of more than one year based on purposive sampling method, based on the criteria specified by the researcher where samples were selected by using certain considerations. The techniques of data analysis in this research include test reliability, test validity, the classical assumptions, Path Analysis, and Sobel test to test the effect of mediation.

The results of this study indicate that Work family conflict has positive and significant effect on job stress, role ambiguity has no signifikan effect on job stress, work stress has negative and significant effect on the performance of employees, work family conflict has negative and significant effect on the performance of employees, role ambiguity has positive and significant effect on employee performance. In addition, job stress has negative effect in mediating the relationship between work family conflict and performance of employees and job stress has no effect in mediating the relationship between role ambiguity and performance of employees

Keywords: work family conflict, role ambiguity, job stress and employees performace