

## ABSTRAK

Karyawan memiliki peranan yang penting bagi setiap perusahaan atau organisasi. Melihat peran penting karyawan bagi perusahaan tersebut, terutama wanita, karena wanita yang bekerja mempunyai dua peran yaitu sebagai wanita karir sekaligus ibu rumah tangga. Maka sudah sepantasnya apabila perusahaan menaruh perhatian lebih kepada wanita yang bekerja dan berkeluarga tersebut. Mengindikasikan adanya *work-family conflict*, komitmen organisasional dan *self-efficacy* yang berpengaruh terhadap kinerja.

Tujuan penelitian ini adalah untuk menganalisis dan membuktikan pengaruh *work-family conflict* terhadap kinerja, *work-family conflict* terhadap kinerja dengan komitmen organisasional sebagai variabel intervening dan konflik pekerjaan dan *work-family conflict* terhadap kinerja dengan *self-efficacy* sebagai variabel intervening. Penelitian ini terdiri dari empat variabel, yaitu: *Work-Family Conflict*, Komitmen Organisasional, *Self-Efficacy*, dan Kinerja. Penelitian ini dilakukan di RSUD Haji Surabaya dengan mengambil sampel para perawat wanita yang sudah menikah. Pendekatan penelitian yang digunakan adalah pendekatan kuantitatif yang secara keseluruhan melibatkan 37 responden. Teknik analisis yang digunakan dalam penelitian ini adalah *path analysis*. Hasil penelitian menunjukkan bahwa *work-family conflict* memiliki pengaruh tidak signifikan terhadap kinerja, *work-family conflict* memiliki pengaruh signifikan terhadap kinerja dengan komitmen organisasional sebagai variabel intervening dan *work-family conflict* berpengaruh terhadap kinerja dengan *self-efficacy* sebagai variabel intervening.

Kata kunci: *work-family conflict*; komitmen organisasional; *self-efficacy*; kinerja

## ABSTRACT

Employees have an important role for any company or organization. Related with the critical role of the company's employees, especially women employee, they have roles as a career woman and a housewife. So, it is appropriate for companies to pay more attention to the women who has both of those roles. That issue indicate that work performance is affected by the presence of work-family conflict and organizational commitment & self-efficacy.

The purpose of this study is to analyze and prove the influence of work-family conflict on performance, work-family conflict on performance with organizational commitment as an intervening variable and work-family conflict on the performance of the self-efficacy as an intervening variable. This study consists of four variables, namely: Work-Family Conflict, Organizational Commitment, Self-Efficacy, and Performance. This research was conducted in RSU Haji Surabaya by taking a sample of female nurses which are married. The research approach is a quantitative approach that involves thirty seven respondents overall. The analysis technique used in this study is path analysis. The results showed that work-family conflict has no significant influence on the performance, work-family conflict has a significant influence on the performance of organizational commitment as intervening variables, and work-family conflict affects the performance of the self-efficacy as an intervening variable.

Keywords: work-family conflict; organizational commitment; self-efficacy; performance.