

ABSTRACT

Overtime phenomenon occurs all over the world even has its own terms such as karoshi in Japan, gwarosi in South Korea and guolaosi in China. Increased workload, work pressure and decreasing the boundary between work and home cause overtime to be reasonable for most employees. Overtime is often an effort to improve work performance. Various research proves the health implications of overtime implementation. In addition, overtime due to work demands leads to an inadequate personal time requirement that causes work-family interference (WFI).

Telkom as a telecommunication company in Indonesia is very potential business from time to time. This challenge causes Telkom to continue to innovate and work quickly. This is what causes the overtime implementation also becomes natural in Telkom. However, further analysis of the effects of overtime is needed, in this case on the work-family conflict and work performance.

The purpose of this study is examine the condition of overtime, family work and work in Witel Bogor, and expired to family and work conflicts. The analysis used for the analysis of causal conditions with Causal Step followed by Sobel Test (Product Coefficient) for the relationship between variables. The results showed that overtime had positive effect on job performance but had no effect on WFC. Meanwhile, WFC has a negative effect on job performance but does not mediate the effect of overtime on job performance

Keywords : overtime; work-family conflict; job performance