

ABSTRACT

RS Medika Dramaga is a hospital that has an important role in the world of health, especially in the area of West Bogor and surrounding areas, RS Medika Dramaga strives to provide the best service from good to all levels of society and provide affordable prices for Outpatient and Inpatient services and supported by supporting facilities that are complete for the healing process of patients in order to run well. Conditions faced by Medika Dramaga Hospital in Bogor related to work-family conflict, work stress and employee performance found by the authors through preliminary tests on the three variables are at the Medika Dramaga Hospital in Bogor work-family conflict levels, work stress and high employee performance.

The purpose of this study was to see how the level of work-family conflict, the level of work stress and the level of employee performance in the company and how the influence of work-family conflict and work stress on employee performance at Medika Dramaga Hospital, Bogor. The research method uses quantitative research methods. Data collection methods in this study were obtained by using questionnaires to 121 respondents. The questionnaire used in this study had 35 statement items on a linkert scale. The sampling method used in this study is nonprobability sampling with jenuh sampling technique. In explaining the results of research data analysis techniques used are descriptive analysis and multiple linear regression analysis.

The results obtained from this study are that there is a significant influence between Work-Family Conflict and Work Stress on the Performance of Female Employees. This means that if work-family conflict increases and work stress increases, the resulting employee performance will decrease. The coefficient of determination obtained in this study shows the R square value of 0.748. This means that there is an influence between the Work Family Conflict and Work Stress variables on the Performance of Female Employees by 74.8% while the remaining 25.2% is the influence of other variables that the researchers did not involve in this study. The results of this study will be input for Dr Medika Dramaga Hospital to always manage the level of work-family conflict and stress that can be experienced at some time by employees that can reduce employee performance in each employee in the organization by always paying attention to employee welfare.

Keywords: work-family conflict, job stress, employee performa