

## ABSTRACT

*Employee performance is a crucial indicator in achieving organizational goals. In the context of female employees, performance can be influenced by various factors, including dual role conflict and work stress. Dual role conflict arises when job demands and family responsibilities clash, while work stress emerges from pressures within the work environment that may negatively affect productivity. This study aims to analyze the extent to which dual role conflict and work stress impact the performance of female employees in Bandung Regency.*

*This research employs a quantitative approach with a sample size is 140 respondents, all of whom are female employees working in Bandung Regency. The data analysis technique used is Structural Equation Modeling (SEM), utilizing SmartPLS software. Three hypotheses are tested in this study: the influence of dual role conflict on performance, the influence of work stress on performance, and the combined influence of both variables on employee performance.*

*The results confirm the acceptance of all three hypotheses. The first hypothesis test indicates that dual role conflict has a significant negative effect on female employees' performance, as evidenced by a T-statistic value of 7.959 and a P-value of 0.000. The second hypothesis shows that work stress also has a significant negative effect, with a T-statistic value of 13.137 and a P-value of 0.000. The third hypothesis confirms that both variables simultaneously affect performance, as shown by an  $R^2$  value of 0.417, indicating that 41.7% of the performance variation can be explained by dual role conflict and work stress.*

*This study highlights that most female employees experience challenges in balancing job responsibilities and family roles. Questionnaire results show that 66.71% of respondents spend more time on work than with their families, and 63.42% report experiencing high workloads, contributing to reduced quality time with family. Nevertheless, the average score for work stress is 58.75%, which falls into the "moderate" category. Meanwhile, female employee performance is categorized as "very high," with an average score of 84.75%, reflecting their ability to maintain professionalism and productivity despite the pressures faced.*

*Companies are advised to pay closer attention to work-life balance for female employees. Recommended policies include flexible working hours, remote work options, employee support programs, stress management training, and the creation of a supportive and healthy work environment. By implementing systems that are responsive to the needs of female employees, companies can maintain and even enhance optimal performance levels.*

**Keywords:** dual role conflict, work stress, Employee performance