

Influence of Work-Family Conflict and Job Stress on Performance of Educational Personnel at Politeknik ATK Yogyakarta

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Abstract

This research was conducted to measure and analyze the effect of work-family conflict and work stress on performance. This research was conducted on educational staff at Politeknik ATK Yogyakarta with 64 respondents. This research is a quantitative data research and using the data collection methods of census techniques through distributed questionnaires. This study used the variance-based SEM-PLS method using SmartPLS 4 software and SPSS software. The results of this study found that work-family conflict has a negative effect on the performance of education personnel, work stress has a negative effect on the performance of education personnel, and work-family conflict and job stress both simultaneously have a negative influence on the performance of education personnel. This research hopes to strengthen the existing theory and the results strengthen the results of previous research.

Keywords: *Work-family conflict, role conflict, job stress, employee performance, education personnel job performance.*

Introduction

In today's fast-paced and demanding work environments, individuals often find themselves juggling multiple roles and responsibilities, both at work and at home. The integration of work and family life has become increasingly complex, leading to challenges in managing the demands of these dual roles. Work-family conflict (WFC) arises when the pressures and demands of work interfere with family responsibilities, or when family obligations impede on work-related tasks. This phenomenon has garnered significant attention from researchers and practitioners alike, given its potential implications for individual well-being and organizational performance.

Moreover, alongside work-family conflict, individuals may also experience job stress, stemming from various sources such as workload, role ambiguity, and interpersonal conflicts in the workplace. Job stress can have detrimental effects on employee health, job satisfaction, and organizational outcomes. Thus, understanding the interplay between work-family conflict, job stress, and performance is crucial for organizations striving to create supportive work environments and enhance employee productivity.

This research aims to identify and analyze the combined influence of work-family conflict and job stress on the performance of education personnel at Politeknik ATK Yogyakarta, the influence of work-family conflict on the performance of education

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personnel at Politeknik ATK Yogyakarta, the influence of job stress on the performance of education personnel at Politeknik ATK Yogyakarta, and which variable has a more dominant influence on the performance of education personnel at Politeknik ATK Yogyakarta.

Literature Review

Work-Family Conflict

According to Robbins & Judge in Widayati, et al. (2021:3), conflict is a process that begins when one party perceives that the other party is negatively influencing or will negatively influence something that is of concern and interest to the first party. Greenhaus and Beutell (1985) define work-family conflict, or inter-role conflict, as a clash between roles related to work that can reduce employees' performance. Greenhaus & Beutell (1985) also identify three indicators of work-family conflict, namely time-based conflict, strain-based conflict, and behavior-based conflict.

Job Stress

According to Robbins & Judge (2017:429), the condition of stress is dynamic, occurring when individuals confront opportunities, demands, or other sources of pressure. Robbins & Judge (2017:429) further describe stress as a dynamic condition when individuals confront opportunities, demands, or other sources of pressure.

Performance

According to Mangkunegara (2017:67), performance is the quantity and quality of work results achieved by an employee in carrying out their tasks according to the responsibilities assigned to them. Meanwhile, according to Rivai (2011:552), performance is the tangible behavior displayed by each person as work achievements produced by employees in accordance with their roles in the organization.

Hypotheses

H1. Work-family conflict and job stress jointly are hypothesized to have a negative impact on the performance of education personnel at Politeknik ATK Yogyakarta.

H2. Work-family conflict is hypothesized to have a direct negative impact on the performance of education personnel at Politeknik ATK Yogyakarta.

H3. Job stress is hypothesized to have a direct negative impact on the performance of education personnel at Politeknik ATK Yogyakarta.

Method

The population for this study is all education personnel within the environment of Politeknik ATK Yogyakarta, and therefore, the sampling method employed is a census. Data will be collected through interviews and the distribution of questionnaires via Google Form. The Likert scale was used for measuring the questionnaire.

This study utilizes quantitative research methods to test the formulated hypotheses, and data analysis will be conducted using SmartPLS 4 and SPSS 25. The data was analyzed using structural equation modeling (SEM) based on Partial Least Square (PLS) and multiple linear regression analysis.

Results and Discussion

Research Results

Based on the analysis conducted using the SEM PLS 4.0 and IBM SPSS 25 applications, the results showed in Table 1.

Table 1. Test Results of R-Square

Variable	R-Square	R-Square
Employee Performance	0.373	0.353

Source: SmartPLS 4 Output Results, 2023

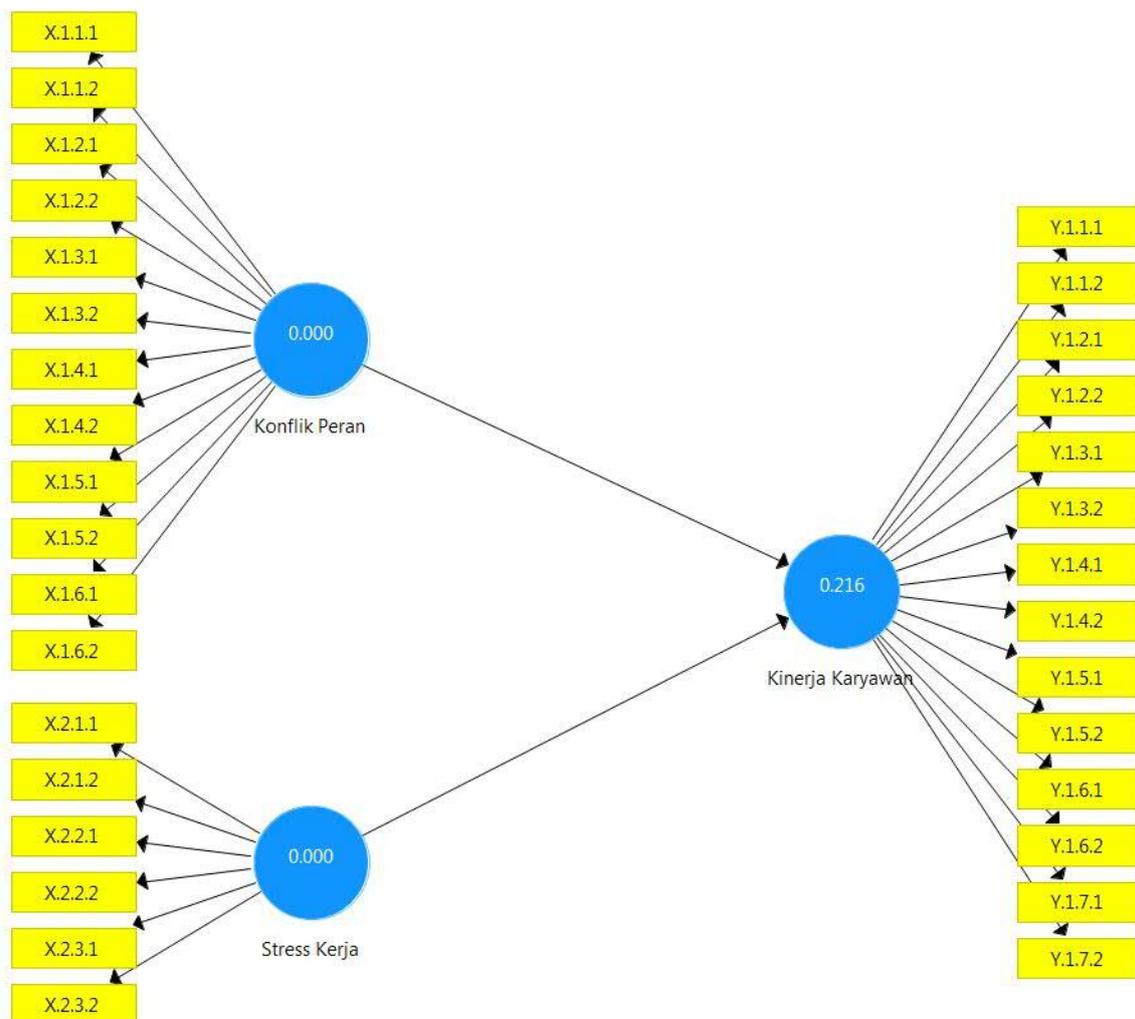


Figure 1. Predictive Relevance
 Source : Output SmartPLS (v.3.2.9) Results, 2023

Based on the results of the Table 1, it is used to find Q^2 and determine whether it has predictive relevance value, calculated as follows:

$$Q^2 = 1 - \left(\frac{SSE}{SSO}\right)$$

$$Q^2 = 1 - 0.784$$

$$Q^2 = 0.216$$

Table 1. Predictive Relevance

Variable	$Q^2 (=1 - SSE/SSO)$	Description
Employee Performance	0.216	Has predictive relevance value

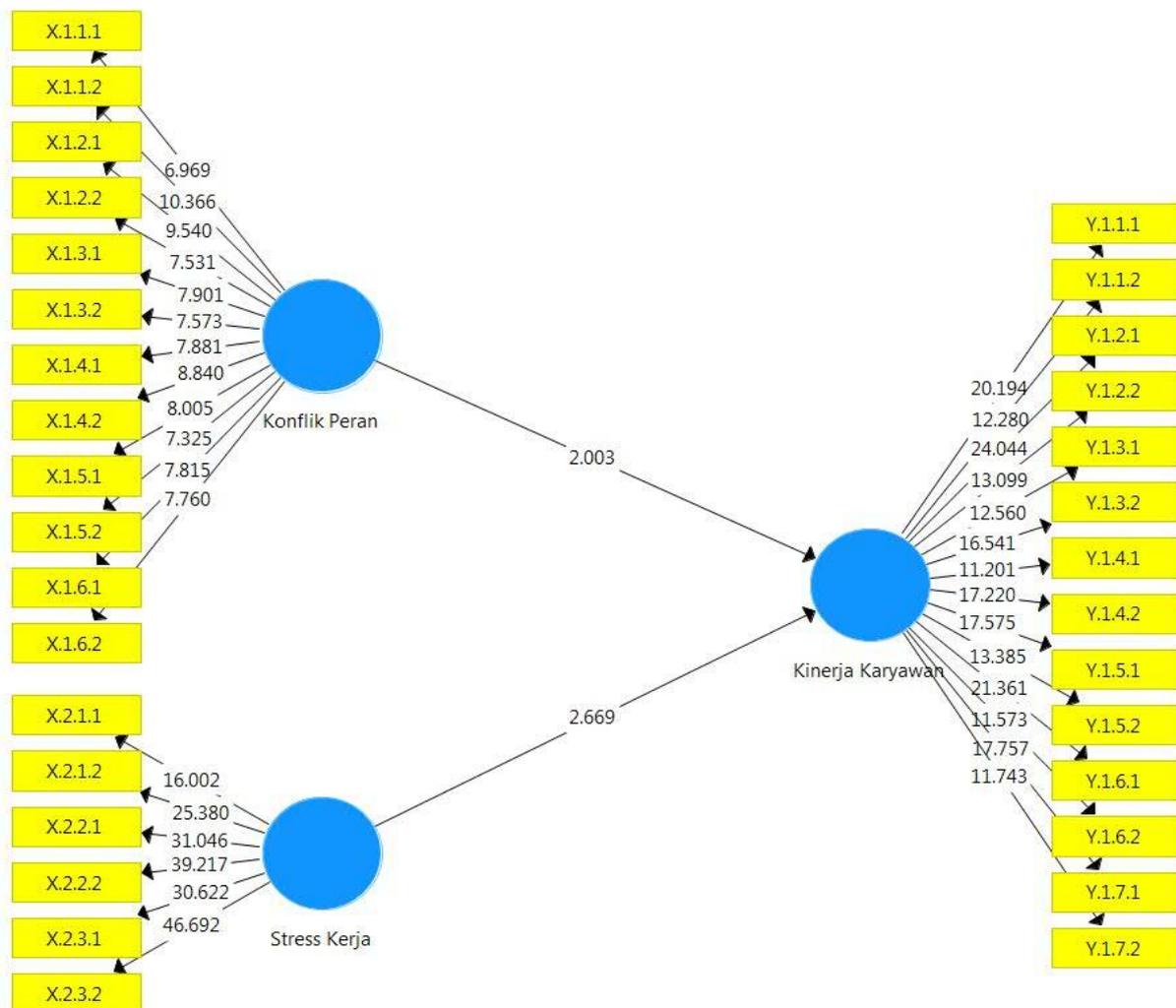


Figure 2. Hypotheses Testing

Source : Output SmartPLS (v.3.2.9) Results, 2023

Table 3. Hypothesis Testing - Total Effects (Mean, STDEV, T-Values, P-Value)

Variable		Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T-Statistic (O/STDEV)	P-Value
Work-Family Conflict Employee Performance	->	-0.279	-0.294	0.139	2.003	0.046
Job Stress Employee Performance	->	-0.414	-0.401	0.155	2.669	0.008

Source : Output SmartPLS Results (v.3.2.9), 2023

Table 2. F-Test Results

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	16660.087	2	8330.043	349.388	.000 ^b
2 Residual	1454.351	61	23.842		
Total	18114.438	63			

Source: Output SPSS 25 Results, 2023

Goodness of Fit is used to validate the overall structural model. In this study, it is assessed through the calculation of the GoF formula using AVE and also R².

$$GoF = \sqrt{AVE \times R^2}$$

$$GoF = \sqrt{0.748 \times 0.353^2}$$

$$GoF = \sqrt{0.748 \times 0.125}$$

$$GoF = 0.3058$$

Discussion

The Influence of Work-Family Conflict on Employee Performance

The results of the first hypothesis testing, "The Influence of Work-Family Conflict on Employee Performance," show a negative coefficient of -0.279, a P-value of 0.046 < 0.05, and a t-statistic of 2.003 > 1.960. These results indicate that Work-Family Conflict affects Employee Performance. Thus, the hypothesis stating that "Work-Family Conflict has a Negative and Significant Influence on Employee Performance" is accepted.

The Influence of Job Stress on Employee Performance

The hypothesis testing for "The Influence of Job Stress on Employee Performance" shows a negative coefficient of -0.414, a P-value of 0.008 < 0.05, and a t-statistic of

2.669 > 1.960. These results indicate that Job Stress affects Employee Performance. Thus, the hypothesis stating that "Job Stress has a Negative and Significant Influence on Employee Performance" is accepted.

The Influence of Work-Family Conflict and Job Stress Simultaneously on Employee Performance

The testing of the third hypothesis, "The Influence of Work-Family Conflict and Job Stress simultaneously on Employee Performance," shows a probability value of 0.000, which is less than 0.05 (5% significance level). These results indicate that both Work-Family Conflict and Job Stress influence Employee Performance. Thus, the hypothesis stating that "Work-Family Conflict and Job Stress influence Employee Performance" is accepted.

Conclusion

Based on the findings of this research through data analysis, description, and discussion in the preceding chapters regarding work-family conflict, job stress, and employee performance, several conclusions can be drawn, including: Work-Family Conflict and Job Stress simultaneously have a negative impact on the Performance of Education Personnel at Politeknik ATK Yogyakarta. Work-Family Conflict has a negative impact on the Performance of Education Personnel at Politeknik ATK Yogyakarta. Job Stress has a negative impact on the Performance of Education Personnel at Politeknik ATK Yogyakarta. Thus, all research results indicate that all hypotheses are supported.

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