

ABSTRACT

This study aims to determine the effect of Work-Family Conflict (X_1) and Work Stress (X_2) on Employee Performance (Y) at PT Freetrend Indonesia located in Kp Kalanturan RT 01 02 Jl Raya Serang Km25 Sentul Balaraja Village Tangerang Banten 15610 Indonesia. This research was conducted on 40 respondents by using quantitative descriptive approach. By using 3 independent variable that is Work-Family Conflict and Work Stress, and one dependent variable that is Employee Performance.

The results of this study showed partially and simultaneously, Work-Family Conflict and Work Stress variables influenced the performance of employee of PT Freetrend Indonesia. This is evidenced by the results of simultaneous test (F test) which shows the significant influence of Work-Family Conflict and Work Stress simultaneously affect the Performance of Employees of PT Freetrend Indonesia. While the partial test (t test) also shows Work-Family Conflict has a significant effect on Employee Performance and Work Stress have a significant effect on Employee Performance.

Keywords: *Work-Family Conflict, Work Stress, Employee Performance.*



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Work-Family Conflict* (X_1) dan Stress Kerja (X_2) Terhadap Kinerja Karyawan (Y) pada PT Freetrend Indonesia yang berlokasi di Kp Kalanturan RT 01 02 Jl Raya Serang Km25 Desa Sentul Balaraja Tangerang Banten 15610 Indonesia. Penelitian ini dilakukan terhadap 40 responden dengan menggunakan pendekatan deskriptif kuantitatif. Dengan menggunakan 3 variabel independen yaitu *Work-Family Conflict* dan Stress Kerja, serta satu variabel dependen yaitu Kinerja Karyawan.

Hasil penelitian ini menunjukkan secara parsial dan simultan, variabel *Work-Family Conflict* dan Stress Kerja berpengaruh terhadap Kinerja Karyawan PT Freetrend Indonesia. Hal ini dibuktikan oleh hasil uji simultan (Uji F) yang menunjukkan adanya pengaruh signifikan *Work-Family Conflict* dan Stress Kerja secara simultan berpengaruh terhadap Kinerja Karyawan PT Freetrend Indonesia. Sedangkan uji parsial (Uji t) juga menunjukkan *Work-Family Conflict* berpengaruh signifikan terhadap Kinerja Karyawan dan Stress Kerja berpengaruh signifikan terhadap Kinerja Karyawan.

Kata Kunci: *Work-Family Conflict*, Stress Kerja, Kinerja Karyawan.

