

THE EFFECT OF WORK FAMILY CONFLICT AND JOB STRESS ON JOB SATISFACTION AND JOB PERFORMANCE AT MANGUSADA BADUNG HOSPITAL

Ni Putu Sintya Dewi
I Wayan Gede Supartha
Ni Wayan Sitiari
Ni Luh Putu Indiani
Ida Bagus Udayana Putra

ABSTRACT

This study aims to analyze and explain the effect of work family conflict and job stress on job satisfaction and nurse performance with the research subject being female nurses at the Mangusada Regional Hospital in Badung. The design of this research is quantitative with a sample size of 125 people which is calculated using the slovin formula. The data used in this study are primary and secondary data, both quantitative and qualitative data. Data analysis used structural equation modeling (SEM) with partial least squares (PLS) method which obtained research results showing that work family conflict had a negative and significant effect on nurse performance. Job stress has a negative and significant effect on the performance of nurses. Job satisfaction has a positive and significant effect on the performance of nurses. Work family conflict has a negative and significant effect on job satisfaction. Job stress has a negative and significant effect on job satisfaction. Job satisfaction is able to mediate the effect of work family conflict on nurse performance. Job satisfaction is able to mediate the effect of job stress on nurse performance.

Keywords: Work Family Conflict, Job Stress, Job Satisfaction, Employee Performance

INTRODUCTION

Hospitals are one of the links in the provision of health services and an organization with an open system and always interact with its environment to achieve a dynamic balance and have the main function of serving people who need health services (Adhikara et al., 2020). Various efforts have been made to improve the quality of hospital services, including the accreditation of existing hospitals starting to be demanded by the community of hospital service users (Saputra, Pradnyanitasari, et al., 2019). Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance is a real behavior that everyone displays as work performance produced by employees in accordance with their role in the company (Sara et al., 2021).

Factors that affect performance are, individual factors, group factors, organizational factors. Performance is divided into 3 variables, is : Individual factors consisting of abilities, skills, personal background and demographics, the main influencing factors are work behavior and performance (Manurung et al., 2022). Psychological factors consist of variables of satisfaction, perception, attitude, personality, learning and motivation (Saputra, Dewi, et al., 2020).

In an effort to improve performance, one of the factors that need to be considered is the Work-family conflict factor (Saputra, Juniariani, et al., 2019). Work-family conflict is a conflict that arises due to pressures that come from work and family. Work-family conflict often arises when one of the roles in the job demands more or requires more attention than the role in the family (Saputra, Subroto, et al., 2020).

Research related to the influence of work family-conflict on performance conducted by Ratnaningrum and Musadeiq (2016), Kuswinaro and Indirawati (2021), Annisa and Amelia (2021), Andrew, et al (2016) showed work-family conflict negatively affect performance. And also Zainal's research, et al (2020) showed the same results work-family conflict negatively affects performance. However, research by Filatrovi (2021) and Wang, et al (2014) produced different findings where work-family conflict had no effect on job performance.

Factors that are suspected to affect employee performance in addition to work-family conflict and job stress are job satisfaction as a mediation. This can be mediation because in addition to the direct effect of work-family conflict on performance, there is also an indirect effect through job satisfaction. Retnaningrum and Musadeiq (2020) said that the most influential factor on performance is job satisfaction. Witna (2020) managed to prove that job satisfaction is a mediation of work-family conflict and job stress on performance. Job satisfaction is the way individuals perceive the resulting work in various aspects of a job, Suwatno and Priansa (2016: 263).

Research related to the influence of job satisfaction on performance conducted by Retnaningrun and Musadeiq (2016), Witna, et al (2020), Yunarsih (2017), Sudiarta (2018) showed job satisfaction positively affect on performance. Research conducted by Nguyen (2021) also showed the same results that job satisfaction has a positive effect on performance. While the research conducted by Ahmudi, et al (2018) showed different results, job satisfaction had no effect on performance. Another variable that can also affect performance is job stress. Robbins and Judge (2017:368) say stress is a dynamic condition in which an individual is faced with opportunities, demands, or resources associated with one that individual desires and whose outcome is considered uncertain and important.

This is supported by research conducted by Filatrovi (2021), Annisa and Amalia (2021), Agustina and Sudibya (2018), Gao and Ai (2017), Aryanta, et al (2019) showing job stress negatively affects on job performance. But different research conducted by Martini and Sitiari (2018) which showed the results of job stress did not have a significant effect on job performance. Sanusi and Sumarno's research (2018) also showed the results of job stress. It has no significant effect on job performance.

Mangusada Badung Regional Hospital is located on Jl. Raya Kapal, Mengwi, Badung. Mangusada Badung Regional Hospital strives to play an active role by being part of the provider of health care facilities, both in terms of prevention / preventive such as the procurement of medical check-up packages and as a consultant in the field of occupational health and safety for companies in need and as one of the Covid-19 referral hospitals in Bali.

There is a phenomenon about punctuality and quantity that is related to the problem of delayed arrival of nurses and lack of punctuality in completing work is a high concern because it can reduce the performance of the company. This is because nurses who are married and have children so they prioritize their family so that nurses who come / enter at 7 (seven) morning many who are late to enter.

The phenomenon of work-family conflict is a problem of conflict of commitment and responsibility to the family which is an indicator of double role conflict that explains that because the demands of time in her work as a nurse bring their own difficulties for female nurses who already have children in taking care of their family so that the time together with their families is so short. This sometimes makes female nurses who already have children feel sad because her responsibility as a housewife to take care of her child and husband is neglected. In addition, as Balinese women, the difficulty of dividing the time felt by married female nurses they often have difficulty in sharing time between work and customary activities as women in Bali. As for other allegations that affect the performance of nurses that occur in Mangusada Badung Regional Hospital in addition to work-family conflict, is job stress.

LITERATURE REVIEW

Job Performance

Job performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a period, Kasmir, (2016: 182). Performance according to Robbins, 2017: 396) is a function of the interaction between ability, motivation, and opportunity. Filatrovi (2021) Says a person's performance can be seen from how much output is produced. Job performance can be measured by indicators of work quality, quantity of work, and punctuality.

Job Satisfaction

Luthans (2006:243), states that job satisfaction is the result of employees' perception of how well their work delivers what is considered important. According to Mathis and Jackson (2006:121), job satisfaction is a positive emotional state that is the result of an evaluation of a person's work experience. Indicators of job satisfaction according to Diputra and Surya (2019) indicators of job satisfaction is : work itself, salary, promotion, supervision, co-workers.

Work Family Conflict

Greenhouse and Beutell (2010:17) work-family conflict is a conflict arising from pressures stemming from work and family. According to Susanto (2010: 78) work-family conflict is a conflict that occurs in individuals due to bearing a dual role, both in work (work) and family (family), where because time and attention are too poured on one role only, so that the demands of other roles cannot be met optimally. Wijayanthi (2018) stated the dimensions and indicators of work family conflict, that is Based on Time (Time based conflict), Based on Pressure (Stain based conflict, Based on behavior (Behavior based conflict)

Job Stress

Robbins and Judge (2017:368) say stress is a dynamic condition in which an individual is faced with opportunities, demands, or resources associated with one that individual desires and whose outcome is considered uncertain and important. Anissa and Amalia (2021) say stress is a condition that can affect a person's emotions, thought processes and one's condition. Qureshi et al. (2013) states that there are seven indicators to measure Job stress : stress at work, difficulty at work, work makes individuals restless, fatigue at work, unhappy at work, weak at work, emotional at work.

RESEARCH METHOD

This research was conducted on female nurses who are married at Mangusada Badung Regional Hospital which is located at Jl. Raya Kapal, Mengwi Badung Regency, Bali. The sample of respondents in this study was adjusted to as many as 125 Female Nurses of Mangusada Badung Regional Hospital. Then determine the number of samples in each inpatient room by determining the proportion according to the number of nurses studied. The data analysis techniques used are inferential analysis and to test hypotheses using SEM-PLS analysis. The results obtained from each proportional random sampling are as follows

Table 1. Proporsional Random Sampling

Room Name	Total Sample
Cilinaya Room	$\frac{21}{182} \times 125 = 15$
Janger Room	$\frac{18}{182} \times 125 = 12$
Kecak Room	$\frac{20}{182} \times 125 = 14$

Margapati Room	$\frac{16}{182} \times 125 = 11$
Oleg Room	$\frac{18}{182} \times 125 = 12$
Panyembrahma Room	$\frac{18}{182} \times 125 = 12$
Pendet Room	$\frac{18}{182} \times 125 = 12$
Puspanjali Room	$\frac{19}{182} \times 125 = 14$
Paviliun Lt.2	$\frac{18}{182} \times 125 = 12$
Paviliun Lt.3	$\frac{16}{182} \times 125 = 11$
TOTAL	125

RESULTS AND DISCUSSION

Evaluation of Measurement Model

The results of this study obtained the outer loading calculation from each construct indicator that has an outer loading value > 0.50 then there is no need for model reconstruction. The composite reliability value of each construct is greater than 0.70 and the \sqrt{AVE} value ≥ 0.50 . The work family conflict construct has composite reliability and \sqrt{AVE} values of 0.905 and 0.719. In the job stress construct has composite reliability and \sqrt{AVE} values of 0.892 and 0.735. In the construct job satisfaction has composite reliability and \sqrt{AVE} values of 0.847 and 0.728. In the employee performance construct has a composite reliability and \sqrt{AVE} value of 0.827 and 0.728.

Evaluation of Structural Models

R² value of employee performance of 0.972; So the model includes very strong model criteria, meaning that variations in work family conflict, job stress, and job satisfaction were able to explain the variation in nurse performance of 97.2 percent, the remaining 2.8% percent explained by variations in other variables outside the model analyzed. While job satisfaction has an R-square value of 0.952 or includes a very strong model, meaning that variations in work family conflict and job stress are able to explain the variation in job satisfaction which is 95.2 percent the remaining 4.8 percent is explained by variations outside the model.

Table 2. Evaluation of Structural Models

Konstruk	R Square	Communnality
Kinerja Karyawan		0,715
Komitmen Organisasi		0,735
Work familiy conflict	0,952	0,721
Stress Kerja	0,972	0,698
Rata-rata	0,962	0,717

Source: Processed primary data, 2022

Calculations with GoF show an average value of R² of 0.962 while the communality average of 0.717, then the GoF value of $\sqrt{AR^2 * A.Com} = \sqrt{0.962 * 0.717} = \sqrt{0.689} = 0.839$ Meaning that the global model is a good predictive (large).

Table 3. Path Analysis

Variable	Original sample (o)	Sample mean (m)	Standard deviation (stdev)	T statistics (o/stdev)	P values	Description
Job Satisfaction -> Job performance	0,211	0,251	0,100	2,110	0,037	Significant
Job Stress -> Job Satisfaction	-0,707	-0,708	0,028	24,955	0,000	Significant
Job Stress -> Job Stress	-0,525	-0,498	0,068	7,753	0,000	Significant
Work Family Conflict -> Job Satisfaction	-0,367	-0,364	0,035	10,617	0,000	Significant
Work Family Conflict -> Job Performance	-0,338	-0,320	0,051	6,578	0,000	Significant

Mediation testing uses the examination method by doing two analyses, analysis involving mediation and analysis without involving mediation. The test results showed that job satisfaction as mediation was partly over the work-family conflict against the performance of female nurse Mangusada Badung. Job satisfaction as mediation is partly due to job stress on the performance of female nurse Mangusada Badung.

Based on the results of an analysis of the influence of work family conflict on the job satisfaction of female nurses negatively and significantly. This means that the higher the work family conflict the job satisfaction of nurses will decrease. Work family conflict

is mirrored by the strongest indicators that family problems affect time to work and job satisfaction is reflected most strongly by indicators of satisfaction with promotion. This means that the higher the conflict in the family, the lower the chance for promotion. The results of this study are supported by previous research conducted by Lestari and Prahlawan (2018) at Tomo & Sonn Company showed that work family conflict has a negative and significant effect on job satisfaction. Research conducted by Putri and Sintaasih (2020) at Prima Medika Hospital showed that WFC has a negative and significant effect on job satisfaction. The results of this study in line with Warrokah and Febrilia (2015) in Southeast Asian Emergency showed that work family conflict has a negative and significant effect on job satisfaction.

Based on the results of an analysis of the influence of job stress on the job satisfaction of female nurses has a negative and significant effect. This means that the higher the job stress, the job satisfaction of nurses will decrease. Job stress is reflected by the strongest indicators of feeling restless while doing work and job satisfaction is reflected most strongly by the indicator of satisfaction with promotion. This means that the higher the anxiety that nurses experience when they work, the lower the chance for promotion. The results of this study are supported by the results of previous research conducted by Sari, et al (2019) at Sanglah Hospital showed that job stress has a significant negative effect on job satisfaction. Aryanta research, et al (2019) at Alam Puri Villa and Resort Denpasar showed that job stress negatively affects job satisfaction. Putri and Sintaasih's research (2018) at Prima Medika Hospital showed that job stress negatively affects job satisfaction.

Based on the results of the analysis of the influence of work family conflict on the job performance of female nurses negatively and significantly. This means that the higher the work family conflict, the job performance of nurses will decrease. Work family conflict is reflected by the strongest indicators that family problems affect time to work and nurse job performance is reflected most strongly by the indicators nurses work in accordance with established procedures. This means that the higher the problems in the nurse's family when they work, the lower the performance of nurses to work in accordance with procedures set by Mangusada Badung hospital. The results of this study are in line with the results of previous research conducted by Retnaningrum and Musadeiq (2016) on female nurses wonosari Hospital Yogyakarta showed that work family conflict negatively affects job performance. The results of this study are in line with those conducted by Kuswinaro and Indirawati (2021) on female CV employees. Buana Tengka Garment Bangkalan showed that work family conflict negatively affects job performance. Research conducted by Annisa and Amelia (2021) on female teachers at Magelang Vocational School showed that work family conflicts have a negative and significant effect on job performance.

Based on the results of an analysis of the influence of job stress on the performance of female nurses has a negative and significant effect. This means that the higher the stress of the nurse's work, the job performance of the nurse will decrease. Job stress is reflected by the strongest indicators of feeling restless while doing work and nurse performance is reflected most strongly by the indicator of nurses working in accordance with established procedures. This means that the higher the anxiety experienced by nurses when they work, the lower the performance of nurses to work in accordance with procedures set by Mangusada Badung hospital. The results of this study are in line with previous research conducted by Fillatrovi (2021) on female workers in garment companies in Semarang showed that job stress negatively affects job performance. Annisa and Amalia's research (2021) on vocational women teachers in Magelang showed that job stress negatively affects performance. This study in accordance with what was conducted by Agustina and Sudibya (2018) on female nurses at Praya Lombok General Hospital showed that job stress negatively affects job performance.

Based on the results of an analysis of the influence of job satisfaction on the job performance of female nurses had a positive and significant effect. This means that the higher the job satisfaction of female nurses, the better the performance of nurses. Job satisfaction is reflected by the strongest indicators of satisfaction with promotion and nurse performance reflected most strongly by the indicators of nurses working in accordance with established procedures. This means that the higher the satisfaction with the promotion felt by nurses, it will improve the performance of nurses to work in accordance with the procedures set by Mangusada Badung Hospital. The results of this study are supported by the results of previous research conducted by Retnaningrum and Musdaeiq (2016) on female nurses wonosari Hospital Yogyakarta showed that job satisfaction has a positive effect on job performance. Research conducted by Witna, et al (2020) on female nurses of the hospital. Bhakti Rahayu Denpasar shows that job satisfaction has a positive effect on job performance.

Based on the results of job satisfaction analysis in mediating the influence of work family conflict on job performance that job satisfaction is able to mediate in part on the influence of work family conflict on the performance of female nurses. This means that nurses who experience low conflict in the family will feel satisfied while working, so that if the nurse feels high job satisfaction, then performance will be high. Research conducted by Witna, et al (2020) at rs. Bakti Rahayu Denpasar shows that job satisfaction can mediate the influence between work family conflicts on job performance. The results of this study are in line with what Wijyanthi, et al .2018) conducted on employees of Bagaswara Klaten Hospital showed that job satisfaction can mediate the influence between work family conflicts on performance. Research conducted by Annisa and Amalia (2021) at vocational teachers in Magelang shows that job satisfaction can mediate the influence between work family conflicts on job performance.

Based on the results of the analysis of the role of job satisfaction in mediating the influence of job stress on job performance, it was obtained that job satisfaction is able to mediate in part the influence of job stress on the performance of female nurses. This means that nurses who experience low job stress will feel satisfied while working, so that if the nurse feels high job satisfaction, then performance will be high. The job satisfaction of nurses must be created as well as possible so that work morale, dedication, love and discipline of work are high. Job satisfaction is a state of the nurse feeling satisfied with his work. This research is in line with research conducted by Annisa and Amalia (2021) at vocational women teachers in Magelang shows that job satisfaction can mediate the influence between job stress on performance. This research is in line with what was conducted by Prawira and

Suandana (2019) on employees housekeeping department Fave Hotel showed that job satisfaction can mediate the influence between job stress and performance. Research conducted by Diputra and Surya (2019) on employees of PT. Destination Asia Bali shows that job satisfaction can mediate the influence between job stress and performance. The results of this study showed that between two exogenous constructs studied for their effect on the performance of female nurses, the most influential construct was job stress, meaning job stress reflected by indicators: Nurses feel depressed when doing their work, nurses often find it difficult when doing their work, situations where nurses often feel anxiety when working in a company, In circumstances where nurses feel tired while doing work, nurses sometimes feel weak when doing work that can trigger stress at work. It is an important indicator in improving the performance of female nurses at Mangusada Regional General Hospital of Badung Regency.

CONCLUSION

Work family conflicts negatively and significantly affect job satisfaction. Job stress negatively and significantly affects job satisfaction. Work family conflicts have a negative and significant effect on Job performance. Job stress negatively and significantly affects job performance. Job Satisfaction positively and significantly affects job performance. Job satisfaction mediates in part the influence of work family conflict on performance. Job satisfaction mediates in part the effect of job stress on performance. The results of this study contribute to the leadership of Mangusada Regional General Hospital, including in this case human resource practitioners in the agency, so as to help provide a rewarding experience about how the influence of work family conflict, job stress on job satisfaction and the performance of female nurses. The results of this study showed that three exogenous constructs studied the influence on the performance of female nurses, namely work family conflict construct and job stress construct and job satisfaction. For constructs of job stress plays a very important role in improving the performance of female nurses.

REFERENCES

- Adhikara, M. A., Sumarli, J. N., Andry, & Sutisna, D. (2020). Management Control System and Hospital Performance Among Public Sector: Is Environment Uncertainty and Information Technology the Issue? *Journal of Talent Development and Excellence*, 12(1), 2381–2394. <http://iratde.com/index.php/jtde/article/view/918>
- Agustina & Adnyana Sudibya. (2018). The Effect of Work Family Conflict on Work Stress and the Performance of Women Nurses at the Praya Regional General Hospital, Lombok. *E-Jurnal Manajemen Universitas Udayana* Vol. 7 No.3
- Ahmudi, Nur Farida, Aries Susanty, & Ratna Purwaningsih. (2018). The Effect of Work Motivation, Competence, and Compensation on Job Satisfaction and Their Impact on Employee Performance (Case Study of PT.Xyz). *Jurnal Universitas Diponegoro*.
- Andrew Li, Jessica Bagger., & Russell Cropanzano. (2021). The impact of stereotypes and supervisor perceptions of employee work–family conflict on job performance ratings. *Journal Human Relations*. Vol. 1. No 27
- Ardana, I.K, Mujiati, I.W, Utama, & I.W. Mudiarta. (2011). Analysis of the Influence of Job Stress and Intrinsic Motivation on Employee Performance with Work Experience as a Moderating Variable. *Jurnal Manajemen, Strategi Bisnis dan Kewirausahaan* Vol. 8 No.2
- Arifin, Zainal. (2012). *Penelitian Pendidikan Metode dan Paradigma Baru*. Bandung: Remaja Rosdakarya.
- Aryanta, Sitiari, & Suyatna Yasa. (2019). Influence of Motivation on Job Stress, Job Satisfaction and Job Performance at Alam Puri Villa Art Museum and Resort Denpasar. *Jurnal Ekonomi dan Bisnis Jagaditha* Vol. 6 No.2
- Badan Pusat Statistik Provinsi Bali. (2011). Keadaan Tenaga Kerja Provinsi Bali Agustus 2011. Berita Resmi Statistik BPS Provinsi Bali, p. No. 60/11/51/Th. V
- Badan Pusat Statistik Provinsi Bali. (2011). Keadaan Tenaga Kerja
- Badan Pusat Statistik Provinsi Bali. (2011). Keadaan Tenaga Kerja Provinsi Bali 2011. Berita Resmi Statistik BPS Provinsi Bali, p. No. 60/11/51/Th. V.
- Choi, S. B., Cundiff, N., Kim, K., & Akhatib, S. N. (2018). The Effect Of Work-Family Conflict And Job Insecurity On Innovative Behaviour Of Korean Workers: The Mediating Role Of Organisational Commitment And Job Satisfaction. *International Journal of Innovation Management*. Vol. 22 No.1.
- Dewi, Wijaya & Wulandari. (2021). Dampak Work Family Conflict dan Kepuasan Kerja terhadap Kinerja Pegawai . *Widya Amrita: Jurnal Manajemen, Kewirausahaan dan Pariwisata* Vol. 1 No.3.
- Diputra & Surya. (2019). The Influence of Job Stress on Employee Performance Mediated By Employee Job Satisfaction Pt. Destinations Asia Bali. *E-Jurnal Manajemen Universitas Udayana* Vol. 8 No.2
- Filatroy. (2021). The Effect of Work-Family Conflict and Workload on Work Stress in Improving the Performance of Women Workers in Garment Companies Acquired in Semarang. *Jurnal Edunomika* Vol. 05 No. 02
- Gao & Ai. (2017). Moderating effects of coping on work stress and job performance for nurses in tertiary hospitals: a cross-sectional survey in China . *Journal BMC Health Services Research*. Vol. 17. No.4.
- Gofur. (2018). Effect of Job Stress on Employee Job Satisfaction. *Jurnal Riset Manajemen dan Bisnis (JRMB) Fakultas Ekonomi UNIAT* . Vol. 3
- Greenhaus, J., & Beutell, N. (1985). Source of conflict between work and family. *Academy of management review*, vol.10, 76-88.
- Handoko, T. Hani. (2011). *Manajemen Personalia dan Sumberdaya Manusia*. Yogyakarta: Penerbit BPFE.
- Hanafi & Ulfa. (2018). The Effect of Job Stress Toward Employee Performance Through Job Satisfaction of PT Muara Alam Sejahtera Employees. *International Journal of Scientific and Research Publications*. Vol. 8 No.8.
- Jannah, Septi Erwindarti, Rita Wardan, Sony Idea, & Anne Putri. (2020). The Effect of Competence, Organizational Culture, and Work Conflict on Employee Performance of the National Amil Zakat Agency in Dharmasraya Regency. *International Journal of Innovative Science and Research Technology*. Vol. 5 No.3.

- Jannah, Septi Erwindarti, Rita Wardan, Sony Idea, & Anne Putri. (2020). The Effect of Competence, Organizational Culture, and Work Conflict on Employee Performance of the National Amil Zakat Agency in Dharmasraya Regency. *International Journal of Innovative Science and Research Technology*. Vol. 5 No.3
- Lestari & Prahiawan. (2018). The Influence of Work Family Conflict, Organizational Commitment To Turnover Intention With Job Satisfaction As Intervening Variable. *Jurnal Riset Bisnis dan Manajemen Tirtayasa (JRBMT)* Vol. 2 No.2
- Manurung, D. T. H., Hidayah, N., Setiany, E., Saputra, K. A. K., & Hapsari, D. W. (2022). Does Carbon Performance and Green Investment Affect Carbon Emissions Disclosure? *Journal of Environmental Accounting and Management*, 10(4), 335–344. <https://doi.org/10.5890/JEAM.2022.12.001>
- Martini & Sitiari. (2018). The Effect Of Job Stress And Workload On Employee Performance At Hotel Mahogany Mumbul Bali. *JAGADHITA:Jurnal Ekonomi & Bisnis*. Vol. 5 No.1
- Matarsat, Rahman, & Abdul Muhmin. (2021). Work-Family Conflict, Health Status And Job Satisfaction Among Nurses . *British Journal of Nursing* Vol. 30 No.01.
- Maulidiyah. (2019). The Impact of Work Family Conflict on Employee Performance by Job Satisfaction as an Intervening Variable (a case study on PT Binor Karya Mandiri Paiton Probolinggo) . *International Journal of Research Publications*. Vol. 22 No.1
- Nguyen. (2021). The Impact of Training and Development, Job Satisfaction and Job of Religiosity on Job Satisfaction and Performance. *International Journal of Science and Management Studies (IJSMS)*. Vol. 4 No.1.
- Prasetyo, Luturlean, & Chita Agathanisa. (2019). Examining Employee's Compensation Satisfaction and Work Stress in A Retail Company and Its Effect to Increase Employee Job Satisfaction. *International Journal of Human Resource Studies*. Vol. 9 No.2.
- Purwanto, Hidayat, & Asbari. (2021). Work-Family Conflict Disaster: From Organizational Commitment to Job Satisfaction. *International Journal Of Social And Management Studies (IJOSMAS)*. Vol. 2 No.01.
- Putri & Sintaasih. (2018). The Role Of Job Stress In Mediating The Influence Of Work-Family Conflicts On Job Satisfaction In Women Employees. *JAGADHITA:Jurnal Ekonomi & Bisnis* Vol. 5 No.1
- Puspitawati & Yuliawan. (2019). The Role Mediation Of Work Satisfaction In The Effect Of Work Family Conflict On Female Nurse Performance. *International Journal of Business, Economics and Law*. Vol. 19 No.5.
- Qureshi. (2013). Relationship Between Job Stress, Workload, Environment and Employees Turnover Intentions: What We Know, What Should We Know. *jurnal World Applied Sciences*, Volume 23 No. 6
- Radita, Amri, Sasono, Supiana, Sasono, Pramono, Novitasari,, Chidir, & Asnaini. (2021). Work-Family Conflict among Employees: What is the Role Religiosonity on Job Satisfaction and Perfomance. *International Journal of Sience and Management Studies (IJSMS)*. Vol. 4. No. 1.
- Retnaningrum, A.K. & Musadieq, M. (2016). The Effect of Work-Family Conflict on Job Satisfaction and Performance (Study on female nurses at RSUD Wonosari Yogyakarta). *Jurnal Administrasi Bisnis (JAB)*., Vol.1. No.36.Rivai
- Rinny, Bohlen Purba, & Handiman. (2020). The Influence Of Compensation, Job Promotion, And Job Satisfaction On Employee Performance Of Mercubuana University. *International Journal of Business Marketing and Management (IJBMM)*. Vol.5.No.2
- Rizwan.M, Arooba Waseem, Syeda Anam Bukhari. (2017). Antecedents of Job Stress and its impact on Job Performance and Job Satisfaction. *International Journal of Learning & Development*. Vol. 4. No. 2.
- Saputra, K. A. K., Dewi, P. E. D. M., Larasdiputra, G. D., Manurung, D. T. H., & Amani, T. (2020). Preventing Fraudulent Use of Funds Management Operational Support Education. *International Journal of Psychosocial Rehabilitation*, 24(06), 12180–12186.
- Saputra, K. A. K., Juniariani, N. M. R., Jayawarsa, A. A. K., & Darma, I. K. (2019). Conflict of Interest Dan Independensi Auditor Pada Kantor Akuntan Publik Di Bali. *InFestasi*, 15(1), 1–9. <https://doi.org/10.21107/infestasi.v15i1.5478>
- Saputra, K. A. K., Pradnyanitasari, P. D., & Putri, P. Y. A. (2019). “I” Developed Accounting Through Self-Purification Towards Sattwam- Based Self-Awareness. *International Journal of Management Studies and Social Science Research*, 4(2), 35–47.
- Saputra, K. A. K., Subroto, B., Rahman, A. F., & Saraswati, E. (2020). Issues of morality and whistleblowing in short prevention accounting. *International Journal of Innovation, Creativity and Change*, 12(3), 77–88.
- Sara, I. M., Saputra, K. A. K., & Utama, I. W. K. J. (2021). The Effects of Strategic Planning, Human Resource and Asset Management on Economic Productivity: A Case Study in Indonesia. *Journal of Asian Finance, Economics and Business*, 8(4), 381–389. <https://doi.org/10.13106/jafeb.2021.vol8.no4.0381>
- Steen Nick, Hugh W. B. Firth, Senga Bond. (2014). Relation between work stress and job performance in nursing: A comparison of models. *Multidisciplinary Journal University of Nebraska, Lincoln*. Vol. 5 No.12.
- Sudiarta. (2018). The Effect Of Transformational Leadership, Work Environment And Organization Commitment Toward Job Satisfaction To Increase Employees' Performance Of Warmadewa University. *JAGADHITA:Jurnal Ekonomi & Bisnis* Vol. 5 No.1.
- Sugama. (2017). The Effect of Work Stress and Motivation on Employee Performance Through Job Satisfaction as an Intervening Variable Study at the Bali Province Procurement Service Unit (ULP). *Jurnal Ekonomi dan Bisnis Jagaditha* Vol. 4 No.1

Ni Putu Sintya Dewi

Postgraduate Masters Program in Management, Warmadewa University, Bali, Indonesia

I Wayan Gede Supartha

Postgraduate Masters Program in Management, Warmadewa University, Bali, Indonesia

Ni Wayan Sitiari

Postgraduate Masters Program in Management, Warmadewa University, Bali, Indonesia

Ni Luh Putu Indiani

Postgraduate Masters Program in Management, Warmadewa University, Bali, Indonesia

Email: indi.arca@gmail.com

Ida Bagus Udayana Putra

Postgraduate Masters Program in Management, Warmadewa University, Bali, Indonesia