The Role of Work-Family Conflict and Work-Family Enrichment in Predicting Individual Work Performance (Study on Nurse at Hospital X)

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Abstract

Nurses who experience high workload and work hour uncertainty can worsen employee performance and increase work-family conflict. Work-family conflict is a conflict on the demands of work roles and family roles that have a negative effect on one role. To overcome the occurrence of work-family conflict, the nurses is expected to get a positive effect from the results of work and family role interaction called work-family enrichment. This study aims to describe the role of work-family conflict and work-family enrichment in predicting individual work performance in nurses. Participants of this study were nurses who worked in the Hospital. The study involved 102 participants, consisting of 83 women and 19 men with an age range of 20-50 years old. The method used in this study is a quantitative method with the type of correlational research. The results show that work-family conflict and work-family enrichment play a role in predicting individual work performance. The role of work-family conflict is more significant in predicting counterproductive work behavior, which is behaviors that are harmful to organizational well-being. While, work-family enrichment is more significant in predicting contextual performance, which is employee behavior that supports organizational, social, and psychological environments to perform the main tasks.

Keywords: *individual work performance, work-family conflict, work-family enrichment, counterproductive work behavior, contextual performance.*