

## **ABSTRAK**

**MAURIN M PRATIWI SURAHMAN, 2022. Pengaruh *Work Family Conflict* terhadap Kinerja Karyawan dengan Komitmen Organisasi sebagai Variabel Mediasi. Pembimbing I: Dr. Marwan., SE.,M.Si. Pembimbing II : Dr. Fadhliah M. Alhadar SE.,M.Mgt**

Tujuan peneliti ini adalah: (1) Untuk menganalisa dan menguji pengaruh *Work Family Conflict* terhadap Kinerja Karyawan pada Dinas Pemuda dan Olahraga Kota Ternate. (2) Untuk menganalisa dan menguji pengaruh *Work Family Conflict* terhadap Komitmen Organisasi pada Dinas Pemuda dan Olahraga Kota Ternate. (3) Untuk menganalisa dan menguji Komitmen Organisasi terhadap Kinerja Karyawan. (4) Untuk menganalisa dan menguji Variabel Komitmen Organisasi memediasi hubungan antara *Work Family Conflict* terhadap kinerja karyawan pada Dinas Pemuda dan Olahraga Kota Ternate. Jumlah sampel penelitian adalah sebanyak 40 orang, analisis jalur atau path analisis dengan menggunakan SPSS 20.

Hasil penelitian menunjukkan bahwa: (1) *Work Family Conflict* berpengaruh positif dan signifikan secara langsung terhadap Kinerja Pegawai. (2) *Work Family Conflict* berpengaruh positif dan signifikan terhadap Komitmen Organisasi. (3) Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (4) Variabel Komitmen Organisasi tidak mampu memediasi hubungan antara *Work Family Conflict* terhadap Kinerja Karyawan.

***Kata Kunci: Work Family Conflict, Kinerja Pegawai, dan Komitmen organisasi.***

## **ABSTRACT**

**MAURIN M PRATIWI SURAHMAN, 2022. *Effect of Work Family Conflict on Employee Performance with Organizational Commitment as a Mediation Variable. Advisor I: Dr. Marwan., SE., M.Si. Advisor II: Dr. Fadhliah M. Alhadar SE., M.Mgt***

*The aims of this research are: (1) To analyze and test the effect of Work Family Conflict on Employee Performance at the Youth and Sports Office of Ternate City. (2) To analyze and test the effect of Work Family Conflict on Organizational Commitment at the Ternate City Youth and Sports Office. (3) To analyze and test Organizational Commitment to Employee Performance. (4) To analyze and test the Organizational Commitment Variable to mediate the relationship between Work Family Conflict and Employee Performance at the Ternate City Youth and Sports Office. The number of research samples is 40 people who are married, path analysis using SPSS 20.*

*The results showed that: (1) Work Family Conflict had a positive and significant direct effect on Employee Performance. (2) Work Family Conflict has a positive and significant effect on Organizational Commitment. (3) Organizational Commitment has a positive and significant effect on Employee Performance. (4) Organizational Commitment Variable is not able to mediate the relationship between Work Family Conflict and Employee Performance.*

**Keywords: *Work Family Conflict, Employee Performance, and Organizational Commitment***

