

ABSTRAK

Prania Zihan Fadila, 2024. Pengaruh *Work Family Conflict* dan *Family Work Conflict* Terhadap Kinerja Dosen Dengan Kelelahan Emosional Sebagai Variabel Mediasi (Studi Universitas Khairun). Ketua Komisi : Prof. Abdul Wahab Hi. Hasyim, Anggota Komisi : Fadhliah M.Alhadar.

Penelitian ini bertujuan untuk mengetahui pengaruh *work family conflict* dan *family work conflict* terhadap kinerja dosen dengan kelelahan emosional sebagai variabel mediasi. Penelitian ini merupakan penelitian kuantitatif. Populasi dalam penelitian ini yaitu seluruh dosen fakultas hukum, fakultas teknik, dan fakultas ekonomi bisnis universitas khairun. Jumlah sampel penelitian sebanyak 83 responden. Teknik analisis data yang digunakan adalah path modelling dengan Smart Partial Least Square (PLS) versi 3 sebagai alat uji statistik.

Hasil penelitian ini menunjukkan bahwa: (1) *Work family conflict* tidak berpengaruh signifikan terhadap Kinerja Dosen; (2) *Family work conflict* tidak berpengaruh signifikan terhadap Kinerja Dosen; (3) *Work family conflict* berpengaruh signifikan terhadap Kelelahan Emosional; (4) *Family work conflict* tidak berpengaruh signifikan terhadap Kelelahan Emosional; (5) Kelelahan emosional tidak berpengaruh signifikan terhadap Kinerja Dosen; (6) *Work family conflict* tidak berpengaruh signifikan terhadap Kinerja Dosen melalui Kelelahan Emosional; (7) *Family work conflict* tidak berpengaruh signifikan terhadap Kinerja Dosen melalui Kelelahan Emosional.

Kata Kunci : *Work Family Conflict*, *Family Work Conflict*, Kinerja Dosen, dan Kelelahan Emosional.

ABSTRAK

Prania Zihan Fadila, 2024. The Influence of Work Family Conflict and Family Work Conflict on Lecturer Performance with Emotional Exhaustion as a Mediating Variable (Khairun University Study). Chairman of the Commission: Prof. Abdul Wahab Hi. Hasyim, Commission Member: Fadhliah M. Alhadar.

This research aims to determine the effect of work family conflict and family work conflict on lecturer performance with emotional exhaustion as a mediating variable. This research is quantitative research. The population in this study were all lecturers at the law faculty, engineering faculty, and business economics faculty at Khairun University. The total research sample was 83 respondents. The data analysis technique used is path modeling with Smart Partial Least Square (PLS) version 3 as a statistical test tool.

The results of this study indicate that work family conflict has no significant effect on lecturer performance, family work conflict has no significant effect on lecturer performance, work family conflict has a significant effect on emotional exhaustion, family work conflict has no significant effect on emotional exhaustion, emotional exhaustion has no significant effect on Lecturer Performance, work family conflict does not have a significant effect on Lecturer Performance through Emotional Fatigue, Family work conflict does not have a significant effect on Lecturer Performance through Emotional Fatigue.

Keyword: *Work Family Conflict, Family Work Conflict, Lecturer Performance, and Emotional Exhaustion.*