

***The Influence Of Work Family Conflict And Work Stress On  
Employee Performance With Job Satisfaction As A Mediation  
Variable Of Pt Cantika Puspa Pesona***

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**ABSTRACT**

*This research aims to determine the effect of work family conflict and work stress on employee performance with job satisfaction as a mediating variable for employees of PT Cantika Puspa Pesona. This research uses quantitative methods with a sample size of 55 employees. This research uses a Structural Equation Model (SEM) and the data analysis process uses SmartPLS version 3.2 as a measurement tool. The results of the test obtained (1) there is an influence between work family conflict on employee performance (2) there is no influence between work stress on employee performance (3) there is no influence between work family conflict on employee performance through job satisfaction (4) there is an influence between work stress on employee performance through job satisfaction (5) there is an influence between job satisfaction and employee performance.*

**Keywords:** *work family conflict, work stress, job satisfaction, employee performance*

**Pengaruh *Work Family Conflict* Dan *Work Stress* Terhadap  
Kinerja Karyawan Dengan *Job Satisfaction* Sebagai Variabel  
Mediasi Pt Cantika Puspa Pesona**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh *work family conflict* dan *work stres* terhadap kinerja karyawan dengan *job satisfaction* sebagai variabel mediasi pada pegawai PT Cantika Puspa Pesona. Penelitian ini menggunakan metode kuantitatif dengan jumlah sampel sebanyak 55 karyawan. Penelitian ini menggunakan Structural Equation Model (SEM) dan proses analisis data menggunakan SmartPLS versi 3.2 sebagai alat pengukurannya. Hasil dari pengujian diperoleh (1) terdapat pengaruh antara *work family conflict* terhadap kinerja karyawan (2) tidak terdapat pengaruh antara *work stress* terhadap kinerja karyawan (3) tidak terdapat pengaruh antara *work family conflict* terhadap kinerja karyawan melalui *job satisfaction* (4) terdapat pengaruh antara *work stress* terhadap kinerja karyawan melalui *job satisfaction* (5) terdapat pengaruh antara *job satisfaction* terhadap kinerja karyawan.

**Kata Kunci:** *work family conflict*, *work stress*, *job satisfaction*, kinerja karyawan