

The Effect of Work Family, Job Insecurity, and Job Stress on Female Employee Performance at Finns Beach Club

Made Maharani Cahyani¹, A. A. Sagung Kartika Dewi²

^{1,2} Udayana University

^{1,2} Faculty of Economics and Business, Bali, Indonesia

ABSTRACT: Rapid economic growth requires companies to develop and manage human resources or employees optimally to survive in the competition. Employee performance is an important aspect in determining the progress of a company. High employee performance is the ability of employees to complete tasks according to the SOP (Standard Operating Procedure) by utilizing the minimum number of employees or utilizing resources effectively and efficiently in completing work. The purpose of this study was to determine work family conflicts, job insecurity and job stress, their effects on female employee performance.

This research was conducted at FINNS Beach Club, where the company is engaged in food service which is located on Jalan Pantai Berawa, Tibubeneng, Canggu. The population in this study were 169 people using simple random sampling technique, so the sample used was some of the population, namely 119 people. Data collection was carried out using questionnaires and interviews. The data analysis technique used is multiple linear regression.

Based on the results of data analysis, it was found that work family conflict has a negative and significant effect on employee performance. Job insecurity also has a negative and significant effect on employee performance. Likewise, job stress was proven to have a negative and significant effect on employee performance.

To improve employee performance, companies need to motivate their employees more by encouraging employees, providing job evaluations every 3 (three) months, evaluating the workload of each employee, and paying attention to employee comfort at work. This is done so that the company can compete and the company's survival is guaranteed.

Keywords: *work family conflict, job insecurity, job stress, employee performance, and female employee*

I. INTRODUCTION

Employee performance in the company is an important aspect of the company. According to Jimmy (2015: 589) performance is a general term used for part or all of the actions or activities of an organization in a period regarding some standards such as past or projected costs based on efficiency, responsibility, or management accountability. etc. According to Jimmy (2015: 273), performance is a function of motivation and ability to complete a task or job, where a person should have a certain degree of willingness and level of ability and according to Siswoyo Haryono (2018: 11) the activity of managing all HR activities in the organization for achieving the organizational goals that have been set.

Farid and Yayan (2015: 187) state that systematically the performance management system in the organization is the management of employee attributes and employee abilities, as well as employee behavior to achieve the goals and strategies of the organization or company through the determination and efforts to achieve targets and targets of work results. overcome all organizational barriers, corporate culture, and company economic conditions. Then Mathis and Jackson (2010: 320) state that performance management is the main tool used to identify, communicate, measure, and reward employees so that they can make contributions, and the process is one that supports the company's strategic direction.

In performance appraisal, gender becomes a comparison in the company. In the current era, the rapid economic growth has not separated the divider between male and female workers. In recent years economic growth and tourism development have occurred rapidly. The rapid development of tourism causes and encourages women to participate in meeting household needs. According to research by Siti *et al.* (2016), there is a negative effect of gender on lecturer performance showing that a woman's performance is not inferior to that of a man. Men and women have an equal position, rights, obligations, and opportunities, both in family life, society, nation, and state, this is related to work family conflict which has a very strong relationship with

depression and anxiety suffered by women compared to men (Frone, 2000). This is also supported by research by D. Mackey, *et al* (2019) that the results of this study reveal that scores of women are more consistent in having higher scores than men on job performance measures.

Jane Y. Roboth's research in 2015 at the Compassion East Indonesia Foundation showed that women's performance had a significant effect on work family conflict. However, according to research by Anisah Amelia (2010), it is stated that there is no relationship between work family conflict and performance. Besides, research conducted by Suryani and Wardana (2014) entitled Work Family Conflict, Job Stress and Job Performance (Case Study Spa Employee in Bali) also explains that work family conflict does not have a significant effect on employee performance. Job insecurity according to Rony and Bram (2013: 4) is a condition of job insecurity experienced by a person that is caused by changes in the environment (external factors) and the character or personality and mentality of a person experiencing this condition (internal factors). The same thing was expressed by Hartley *et al* (1991) which defines that Job insecurity as the powerlessness to maintain the desired continuity in threatened work conditions, although according to Mirza and Ahyar (2016), Job Insecurity has a negative and significant effect on employee performance. However, the results of research by Paulina *et al*. (2012) show a positive relationship between job insecurity and role conflict with employee work performance, which means that the higher the job insecurity and role conflict experienced by employees, the lower work performance, and otherwise.

Handoko (2014: 202) states that stress has the potential to encourage or interfere with work implementation, regardless of the high-stress level. Hasibuan (2016: 202) states that stress that is not resolved properly will result in frustration. Frustration will lead to inappropriate behavior in the person. In general, stressful employees' job performance will decrease because they experience disturbing thoughts and behavior that are strange, angry, and like to be alone.

Stress can occur because of an imbalance between desire and supply. This is something that is often served by humans. Too much stress can threaten a person's ability to face their environment (Jimmy, 2015: 651). The ability of a person to distinguish his behavior, and because of his ability, in this case, it can be used to predict the implementation and work results of someone who collaborates in certain organizations (Miftah, 1983: 37). All kinds of stress are usually caused by human unconsciousness of his limitations. Research conducted by Chadeket *al*. (2018) states that work stress has a negative effect on employee performance, which means that the higher the stress that reduces performance and vice versa, the lower the work stress, the higher the performance. However, according to research by Saina (2013), job stress partially has a negative effect on employee performance, which means that a higher level of work stress for employees will have a negative impact on improving employee performance.

FINNS Bali has 2 subsidiaries named FINNS Recreation Club and also FINNS Beach Club. FINNS Recreation Club is one of the facilities that focus on recreational services and FINNS Beach Club is one of the companies engaged in the facilities in Bali that provides services in the field of restaurants or beach club restaurants. FINNS Beach Club is one of the Beach Clubs located in the Berawa area, Canggu. FINNS Beach Club offers food and beverage offerings followed by a famous beach view for surfers, namely Berawa beach, and also accompanied by music from both domestic and foreign DJs.

Referring to TripAdvisor comments (assessment-based websites for restaurants or tourist attractions) in the last 6 months, it was found that employee services did not provide satisfaction to guests due to employees' lack of knowledge about FINNS Beach Club, discrimination, not welcoming guests with open arms and not having one voice in giving an opinion, different behavior towards domestic and international guests. Research conducted by Saragih, *et al*. (2019) that consumer reviews on TripAdvisor can provide benefits in improving the image of a restaurant and the interest of visitors to visit a place. FINNS Beach Club is one of the restaurants that use TripAdvisor as the spearhead of operational evaluation. In conducting evaluations through social media networks, FINNS Beach Club also carries out performance assessments every year. At the beginning of January 2019, there were many unsatisfactory results of employee performance assessments for managers in both the operational and back-office areas.

Based on the results of interviews with 20 female FINNS Beach Club employees, they feel that the workload they get when there is an event exceeds the job description limit and also exceeds the predetermined working hours, but there is no additional compensation for this. In some departments, excessive workloads lead to persistent over time and result in work being taken home to be done in individual homes. Research from Akkas, Hussain, and Rahman (2015) shows that long working hours, required overtime, uncooperative bosses and a hostile organizational culture increase the likelihood that female employees will experience work family conflicts. In particular, the excess workload can cause work family conflicts that affect employee performance through emotional exhaustion (Karatepe, 2012).

According to the results of interviews with several female employees, employees are afraid that they will not be assisted in changing schedules in the future, causing employees to feel uncomfortable if they cannot

help employees in need. Employees also show a feeling of confusion or insecurity due to changing environmental conditions and also the rapid environmental changes that occur at FINNS Beach Club.

At FINNS Beach Club, guests who visit in one day both domestic and international can reach 1000 people. This causes employees in the operational area to meet guests with different characters. The beach club also has many events to offer, so that the environmental conditions that take place at FINNS Beach Club change depending on the theme of the event on these days. The music program takes place every month, affects the schedule that must be arranged, and the additional working hours for preparation and evaluation and there is no additional compensation. Sudden schedule changes/requests to swap schedules cause conditions in which employees feel a burden when they cannot help to replace other workers' schedules.

FINNS Beach Club itself has made additional outlets and renovations periodically in the last two years, changes to existing outlets have resulted in more employees experiencing job insecurity. The increasing number of types of work with a duration of time that is temporary (contract) or not permanent, and there are also likes-dislike between employees and managers involved in the department. Also, other job insecurity factors are the air in the area, the hot and stuffy air causes employees to feel hot and experience emotional feelings. The Rest facility cannot accommodate many employees. There are a closed room and little ventilation. The employees at FINNS Beach Club are 889 employees with female employees as shown in Table 1.

TABLE 1. THE LIST OF FEMALE EMPLOYEES AT FINNS BEACH CLUB

DEPARTEMENT	FEMALE EMPLOYEE
HeadOffice	3
Sales andMarketing	10
Accounting	9
HumanResources	3
Housekeeping	4
Security	1
Engineering	1
FBProduct	20
FBService	62
Front Office	56
Total	169

Source: HRD FINNS Beach Club, Canggu, 2019

Research from Nejati, *et al* (2016) confirms that employee rest areas should be designed as well as possible, and also both visually and outdoor access to the outdoors can provide a sense of escape and stress as well as work-related fatigue as well as opportunities to release stress for a moment.

II. CONCEPTUAL MODEL AND HYPOTHESIS DEVELOPMENT

Literature Review

Employee performance

Desyana (2013: 13) argues that performance is the ability of each person to do something that is shown as work performance based on his role in the company and according to SiswoyoHaryono (2018: 11) the activity of managing all HR activities in the organization to achieve the organizational goals that have been set. The conclusion is, employee performance is the work performance or work results achieved by employees in a company to achieve company goals.

Work Family Conflict

Work family conflict is a conflict that occurs in individuals who have two or more roles which cause an imbalance in the two roles so that they are unable to meet the needs, demands, and responsibilities of each role (Bakkers *et al*, 2014). According to Aris (2016: 14), work family conflict is the emergence of a role conflict that occurs due to the existence of two roles that conflict with each other. The conclusion of work family conflict is a conflict that is contradictory to someone who has two or more roles.

Job Insecurity

Job Insecurity is a condition of job insecurity experienced by someone caused by changes in the environment and character or personality and the mental condition of a person who experiences this condition (Rony and Bram, 2013). Job insecurity is an important part of research regarding the impact that job insecurity has on the workforce within the organization (Irene, 2008).

Job stress

Job stress is a major threat to modern organizations today which has the potential to cause many negative impacts, both for employees and organizations (Safaria, 2011). Job stress is also defined as a condition

of tension that creates a physical and psychological imbalance that affects an employee's emotions, thought processes, and condition (CHR. Jimmy, 2015: 650).

Hypothesis

The Effect of Work Family Conflict on Employee Performance

Employee performance has many aspects, companies must continue to assess employee performance to achieve company goals. Based on research conducted by Suryani and Wardana (2014) with the title Work-Family Conflict, Job Stress and Job Performance (Case Study Spa Employee in Bali), it is explained that family conflict has no effect on employee performance, but research conducted by Jackson and Arianto (2017) explains that work family conflict has an impact on employee performance, this is also supported by Jane Y. Roboth's research in 2015 at the Compassion East Indonesia Foundation, women's performance has a significant effect on Work Family Conflict, besides, research from Agustina and Sudibya (2018) and Iin and Riana (2018) work family conflict affects female employee performance. Based on previous research, the following hypothesis can be formulated:

H₁: Work Family Conflict has a positive effect on Employee Performance.

The Effect of Job Insecurity on Employee Performance

Based on the results of research by Paulina *et al.* (2012) there is a positive relationship between job insecurity and role conflict with work performance in employees, which means that the higher the job insecurity and role conflicts experienced by employees, the lower their work performance, and vice versa. This is also supported by research by Hai-Jiang, *et al.* (2015) that job insecurity is positively related to employee performance. Vuuren, de Jong, Smulders (2018) stated that job insecurity only has a small impact on employee performance, but according to Darvishmotevali, Arasli, and Kilic (2017) it is clear that job insecurity is the most frequent reason for decreased employee performance in the hospitality world and job insecurity itself has a direct and significant effect on employee performance (Barsah, 2017). Also, Mirza and Ahyar (2016) job insecurity has a positive and significant impact on employee performance. Based on previous research, the following hypotheses can be formulated:

H₂: Job Insecurity has a positive effect on Employee performance

The Effect of Job Stress on Employee Performance

Based on research conducted by Susanto and Angelia (2016) job stress has no effect on employee performance. However, research from Putra and Rahyuda (2015) and Agustina and Sudibya (2015) job stress can affect performance. The lower the job stress felt by the employee, the higher the employee's performance will be. Vice versa. Research from Rachel, Willian, and Wehelmina (2018) also produced the same results if job stress increases, it will reduce the potential for employee performance, and if on the other hand job stress decreases, it will increase the work potential of employees. Besides, the results of Vijayan's (2017) study show that male and female employees experience job stress in their workplace. The majority of employees in all age groups think that job stress affects their performance. This is also supported by research by Raeda (2004) that employees who have jobs that are considered to be severe stress have low job performance. Based on previous research, the following hypothesis can be formulated:

H₃: Job stress has a positive effect on Employee performance

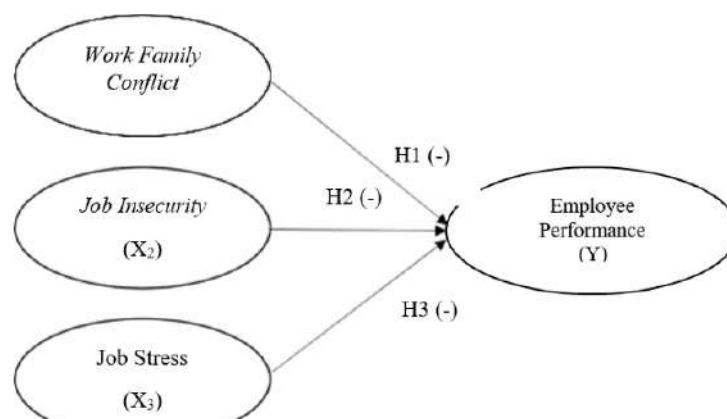


Figure 1: Conceptual Model

III. RESEARCH METHODOLOGY

This research was conducted using an associative quantitative approach. This research design aims to find out the truth of a problem that occurs by calculating data analysis using analytical techniques following the

research. This research was conducted at the Restaurant / Beach Club, namely FINNS Beach Club, located on Jalan Pantai Berawa, Tibubeneng, Canggu, North Kuta. This location was chosen to help solve problems regarding employee performance, to further improve employee performance at FINNS Beach Club. The population in this study were all 169 female employees of FINNS Beach Club, who were spread over several divisions. The sample in this study used 119 respondents with the Slovin sample research method. This study uses interview data collection methods and questionnaires. The multiple linear regression method used in this study was to determine the effect of work family conflict (X1), job insecurity (X2), job stress (X3), and employee performance (Y). This method was tested using a computer system, namely the Statistical Package of Social Science (SPSS) 23 program for windows.

TABLE 2. RESEARCH VARIABLE INDICATORS

Variable	Indicator	Reference
Employee Performance (Y1)	1) Job performance (Y1.1) 2) Responsibility (Y1.2) 3) Honesty at work (Y1.3) 4) Cooperation (Y1.4) 5) Initiative (Y1.5) 6) Time accuracy (Y1.6) 7) Quality standard (Y1.7)	Sedarmayanthi (2010)
Work Family Conflict (X1)	1) Time-based conflict (X1.1) 2) Strain based conflict (X1.2) 3) Behavior-based conflict (X1.3)	Greenhaus & Beutell, (1985)
Job Insecurity (X2)	1) The meaning of the work for the individual (X2.1) 2) The level of threat felt by employees regarding aspects of work (X2.2) 3) The level of threat that will occur and affect the overall work of the individual (X2.3) 4) The level of importance that individuals feel about the potential for each of these events (X2.4)	Pasewark & Strawser (1996)
Job Stress (X3)	1) Excessive workload (X3.1) 2) Time pressure or pressure to complete work (X3.1), 3) Feedback about the inadequate performance of work (X3.3) 4) There is not sufficient authority to carry out the responsibility (X3.4) 5) Various forms of change (X3.5)	Handoko (2014:201)

Source: Previous research

IV. RESEARCH FINDING AND DISCUSSION

Respondent characteristic data is respondent data collected to determine the profile of research respondents. Respondents in this study were female employees from FINNS Beach Club. The description of the characteristics of the respondents in this study can be described as follows:

TABLE 3. RESPONDENT CHARACTERISTICS

Characteristic	Classification	Respondent	(%)
Age	17-27 years old	40	33,6
	28-37 years old	40	33,6
	38-47 years old	30	25,2
	48-57 years old	9	7,6
	Total	119	100
Education	Senior High School	35	29,4
	Diploma	60	50,4
	Bachelor	24	20,2
	Total	119	100

Source: Data processed, 2019

Table 3 above shows the number of respondents based on age, consisting of 40 respondents aged 17-27 or 33.60%, 40 respondents aged 28-37 or 33.60%, 30 respondents aged 38-47 or 25.2%, respondents 9 respondents aged 48-57 or 7.6%. This shows that the majority of FINNS Beach Club employees are between the ages of 17-37 years (67.2%), meaning that employees who work are classified as productive age, so those female employees can carry out the demands and responsibilities at work. In the education sector, employees with senior high school education were 29.4%, employees with Diploma education were 50.4%, and female employees with Bachelor's degrees were 20.2%. This shows that the majority of FINNS Beach Club employees have a Diploma education (50.4%), meaning that the company prioritizes a Diploma education background as the main priority to work.

Multiple Linear Regression Analysis

This analysis technique is used to determine how much influence the independent variables, namely: Work Family Conflict (X1), Job Insecurity (X2), Job stress (X3), on the dependent variable, namely Employee performance (Y). The following are the results of multiple linear regression analysis shown in Table 4.

TABLE 4. THE RESULT OF MULTIPLE LINEAR REGRESSION
Coefficients

Model	Unstandardized		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	1.788	.581		3.523	0
Work Family Conflict	.142	.074		.009 .09 3	.032
Job Insecurity	.226	.089		.235 1.34 0	.044
Job stress	.281	.091		.284 2.76 2	.019

Source: Data processed, 2019

Based on Table 4, it can be seen that the following multiple linear regression equation:

$$Y = 1,788 + 0,142 X1 + 0,226 X2 + 0,281 X3$$

Model Feasibility Test (F-Test)

This test aims to test the significance of Work Family Conflict (X1), Job Insecurity (X2), Job stress (X3), on the dependent variable, namely Employee performance (Y). Based on Table 4.3, the results of multiple linear regression analysis obtained a significance value of F of 0.000. A significant value of 0.000 < 0.05 means that work family conflict, job insecurity, and job stress are significantly related to employee performance.

Determination Analysis

Based on Table 4, it can be observed that the R square value of 0.276 means 27.6% change (up and down) in employee performance which is influenced by work family conflict, job insecurity, and work strs, while the remaining 72.4% is influenced by other factors outside this research.

Classic Assumption Test

a) Normality Test

In the significance value normality test using the Asymp test. Sig. (2-tailed) of $0.918 / 2 = 0.459$ and greater than 0.05, it is known that the regression model used in this study is normally distributed.

b) Heteroscedasticity Test

In the heteroscedasticity test, the significant value for the work family conflict variable is 0.013 ($0.013 > 0.05$), the significant value for the job insecurity variable is 0.018 ($0.018 > 0.05$), and the significant value for the job stress variable is 0.07 ($0, 07 > 0.05$). All independent variables have a significant value > 0.05 , so there is no heteroscedasticity in the regression model.

c) Multicollinearity Test

In the multicollinearity test, the tolerance value for the work family conflict variable is 1,000 ($1,000 > 0.1$) with a VIF value of 1,872 ($1,872 < 10$), the tolerance value for job insecurity variables is 1,000 ($1,000 > 0.1$) with a VIF value of 2,712 ($2,712 < 10$), and the tolerance value for the job stress variable is

0.698 ($0.698 > 0.1$) with a VIF value of 1.432 ($1.432 < 10$). All variables in the multiple regression model have a tolerance value greater than 0.1 and a VIF value less than 10, so the regression model used is multicollinear free.

Discussions

The Effect of Work Family Conflict on Employee Performance

Based on the results of data analysis, it was found that work family conflict had a negative effect on employee performance. This is indicated by a significance value of 0.032 with a regression coefficient value of 0.009 that is positive. A significance value of $0.032 < 0.05$ indicates that H1 is accepted. This result means that work family conflict is significantly related to employee performance. This means that the higher the work family conflict, the employee performance will decrease. Conversely, the lower the work family conflict, the higher the employee performance. The result of the high work family conflict variable indicator value is indicated by the occurrence of complaints from family members as a result of the work undertaken and the frequent feeling tired after returning from work. Besides, the lack of employees having time with family and job demands affects family life. The results of this study are following research conducted by Paulina, *et al.* (2012) and Suryani and Wardana (2014) that the job insecurity variable has a negative and significant effect on employee performance variables.

The Effect of Job Insecurity on Employee Performance

Based on the results of data analysis, it was found that job insecurity had a negative effect on employee performance. This is indicated by a significance value of 0.044 with a regression coefficient of 0.235 that is positive. A significance value of $0.044 < 0.05$ indicates that H2 is accepted. This result means that job insecurity is significantly related to employee performance. This means that the higher the job insecurity, the employee performance will decrease. Conversely, the lower the job insecurity, the higher the employee performance. The result of the high work family conflict variable indicator value is indicated by the occurrence of employees feeling that there is a threat affecting their work and also feeling that the work they undertake has an important meaning in career development. Employees also feel threatened regarding aspects of work. This is also supported by research from Koen, *et al.* (2020) that the decline in performance due to job insecurity is due to threats to their job.

The Effect of Job Stress on Employee Performance

Based on the results of data analysis, it was found that job stress had a negative effect on employee performance. This is indicated by a significance value of 0.019 with a regression coefficient of 0.284 which is positive. A significance value of $0.019 < 0.05$ indicates that H3 is accepted. This result means that job stress is significantly related to employee performance. This means that the higher the job stress, the employee performance will decrease. Conversely, the lower the job stress, the higher the employee performance. The result of the high job stress variable indicator value is indicated by the employees not being able to adapt well to various forms of change in the company and also the employees feel that they do not receive feedback from the leadership regarding inadequate work implementation. Also, employees feel burdened by excessive workloads. The results of this study are following research conducted by Putra and Rahyuda (2015) that job stress has a negative and significant effect on employee performance.

Research Limitations

In this study, there are several limitations of concern, namely: The factors that affect employee performance in this study only consist of three variables, namely work family conflict, job insecurity, and job stress, while there are many other factors that affect employee performance.

V. CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on research conducted on work family conflict, job insecurity, and job stress, the impact on women's employee performance at FINNS Beach Club, Canggu, it was found that the higher work family conflict, job insecurity, and job stress, the lower female employee performance. The variable X which dominates affecting employee performance is the job stress variable.

Suggestions

Based on these conclusions, there are several suggestions that can be used for consideration as follows.

- 1) Practical Suggestions

The results of this study can be a reference for the FINNS Beach Club, as a basic reference or material for constructive consideration and suggestions regarding the phenomena that occur with the variables of work family conflict, job insecurity, and job stress on female employee performance at FINNS Beach Club.

2) Theoretical Suggestions

In overcoming the problems of employees whose performance has not been satisfactory, the company needs to increase employee knowledge to solve problems, be honest at work, ask colleagues for opinions about the work being done, provide innovative ideas for work, and try to complete the assigned tasks according to the target time. has been determined. In overcoming the problem of work family conflict, employees need to spend time for social life, with the problem of complaints from family members as a result of their work, employees often feel tired after coming home from work and also lack time for employees with their families, companies need to hold counseling and evaluation for every job undertaken by employees to improve employee performance. Job insecurity problems that occur with employees feel that there is a threat that affects work, feel that the work being undertaken has an important meaning in career development, as well as employees who feel threatened regarding aspects of work, the company must pay more attention to the comfort of an employee is doing his job so that it can improve employee performance. Based on research data on job stress variables, which occurs with employees, namely not being able to adapt well to various forms of change in the company, employees feel they do not get feedback from the leadership about their work and employees feel burdened by excessive work, so the company must evaluate each job descriptions and also interview each department head to find out deeper problems.

3) Suggestions for further research

The factors that affect employee performance in this study only consist of three variables, namely work family conflict, job insecurity, and job stress, while many other factors affect employee performance.

REFERENCES

- [1] Abu Al Rub, RaedaFawzi. 2004. Job Stres, Job Performance, and Social Support AmongHospitalNurses. *JournalofNursingScholarship*. 36(1), pp:73-78.
- [2] Agustina, Reni. Sudibya, I GdeAdnyana. 2018. Pengaruh *Work Family Conflict* terhadapStresKerjadanKinerjaWanitaPerawat di RumahSakitUmum DaerahPrayaLombok. *E-JurnalEkonomidanBisnisUniversitasUdayana*. 7 (3), h:775-808
- [3] Ajiputra, MirzaSetyawan. Yuniawan, Ahyar. 2016. AnalisisPengaruh *Job Insecurity* danKepuasanKompensasiterhadap *Turnover Intention* Serta DampaknyaPadaKinerjaKaryawan (Studipada PDAM Kabupaten Semarang). *Diponegoro Journal Of Management*. 5 (1), h: 1-15.
- [4] Akkas, M. A. Hossain, Mohammad Ikbal. Rhaman, Sabibur. 2015. *Causes and Consequencesof Work-FamilyConflict(WFC)amongtheFemaleEmployees in Bangladesh: An Empirical Study*. *Journal of Business and Economics*. 6 (12), pp: 2063-2071.
- [5] Amelia, Anisah. 2010. Pengaruh Work-To-Family Conflict dan Family-To-Work Conflict Terhadap Kepuasan Dalam Bekerja Keinginan Pindah Tempat Kerja,danKinerjaKaryawan. *JurnalEkonomidanBisnis*. 4(3),h:200-219
- [6] Aminah, Siti. Suprpti, Sri. Hikmah. 2016. Pengaruh Faktor Gender Terhadap KinerjaDosenPerguruanTinggiSwastadiKotaSemarang. *MediaEkonomi dan Manajemen*. 31 (1), h:39-47.
- [7] Ariana, I WayanJendradan Riana, I Gede. 2016. Pengaruh *Work Family Conflict*, KeterlibatanKerjadanStresKerjaterhadapKepuasanKerjaKaryawan. *E- JurnalManajemenUnud*. 5 (7), h: 4630-4659
- [8] Barsah, Akhmar. 2017. Pengaruh Iklim Organisasi, *Job Insecurity* dan *Turnover Intention* terhadap kinerja karyawan. *PEKOBIS Jurnal Pendidikan, Ekonomi dan Bisnis*. 2 (3), h: 1-15.
- [9] D. Mackey, Jeremy. L. Roth, Philip. Van Iddekinge Chad H. A. McFarland, Lynn. 2019. *A Meta-Analysis of Gender Proportionality Effect on Job Performance*. *Group & Organization Management*. 44 (3), 578-610.
- [10] Darvishmotevali, Mahlaga. Arasli, Huseyin. Kilic, Hasan. 2017. *Effect of Job Insecurity on frontline employee's performance*. *International Journal of Contemporary Hospitality Management*. 29 (6), pp: 1724-1744.
- [11] Dewi,ChadekNoviCharisma.Bagia,IWayan.Susila,GedePutuAgusJana.2018. PengaruhStresKerjadanKepuasanKerjaTerhadapKinerjaKaryawanpada Bagian Tenaga Penjualan UD Surya Raditya Negara. *Bisma: Jurnal Manajemen*. 4 (2), h:154-161.
- [12] Handoko, T. Hani. 2014. *Manajemen Personalia & Sumber Daya Manusia, Edisi2*. Yogyakarta: BPFE.
- [13] Hartley J, Jacobson D, Klandermans B, and Van Vuuren T. 1991. *Job Insecurity: Coping with Jobs at Risk*. London: Sage.
- [14] Haryono, Siswoyo. 2018. *Manajemen Kinerja SDM*. Jakarta Timur: Luxima Metro Media.

- [15] Hasibuan, Malayu. 2016. *Manajemen Sumber Daya Manusia, Edisi Revisi*.
- [16] Iin Dwijayanti, Kadek. Riana, I Gede. 2018. *The effect of Work-Family Conflict on Job Satisfaction and Employee Performance. Journal of Multidisciplinary Academic*. 2(1), pp: 20-23.
- [17] Irene, Jesica. 2008. *Hubungan antara Occupational Self Efficacy & job insecurity padatenagakerja Outsourcing*. Depok: Fakultas Psikologi UI.
- [18] Jackson. Arianto, Yohanes. 2017. Pengaruh *Work Family Conflict* terhadap Kinerja Karyawati PT Sinta Pertiwi. *Jurnal Kreatif: Pemasaran, Sumberdaya Manusia dan Keuangan*. 5 (1), h:99-111. Jakarta: Bumi Aksara.
- [19] Jeffrey H. Greenhaus and Nicholas J. Beutell. 1985. Sources of Conflict between Work and Family Roles. *The Academy of Management Review*. 10 (1), pp: 76-88.
- [20] Jimmy L. Gaol, CHR. 2015. *A to Z Human Capital Manajemen Sumber Daya Manusia*. Jakarta: Grasindo.
- [21] Karatepe, Osman M. 2012. *The effect of work overload and work-family conflict on job embeddedness and job performance. International Journal of Contemporary Hospitality Management*. 25 (4), pp: 614-634.
- [22] Koen, Jessie. Low, T.H. Jasmine. Vianen, Van, Annelies. 2020. *Job Preservation Efforts: when does job insecurity prompt performance?. Career Development International*. 25 (3), pp: 287-305.
- [23] Mathis, Robert L. and Jackson, John H. 2010. *Human Resources Management*, 13th Edition. South-Western Cengage Learning.
- [24] Molino, M., Cortese, C. G., Bakker, A. B., and Ghislieri, C. (2015). Do recovery experiences moderate the relationship between workload and work-family conflict? *Career Dev. Int.* 20, 686–702.
- [25] Natalya Massie, Rachel. A Areros, William. Rumawas, Wehelmina. 2018. Pengaruh Stres Kerja Terhadap Kinerja Karyawan Pada Kantor Pengelola It Center Manado. *Jurnal Administrasi Bisnis*. 6 (2), hal: 41-49.
- [26] Nejadi Adeleh. Shepley, Mardelle. Rodiek, Susan. Lee, Chalam. 2015. *Restorative Design Features for Hospital Staff Break Areas*. 9 (2), pp: 16-35
- [27] Nur, Saina. 2013. Konflik, Stres Kerja dan Kepuasan Kerja Pengaruhnya terhadap Kinerja Pegawai pada Universitas Khairun Ternate. *Jurnal EMBA*. 1 (3), h: 739-749.
- [28] Pasewark, W.R. and Strawser, J.R. 1996. The Determinants and Outcomes Associated with Job Insecurity in a Professional Accounting Environment. *Behavioral Research in Accounting*. 8, pp:91-110.
- [29] Poniman, Farid dan Hadiyat, Yayan. 2015. *Manajemen HR*. Jakarta: Gramedia. Praptadi, Putu Aris. 2016. Pengaruh *Work Family Conflict* dan Kelelahan Emosional terhadap *Intention to Leave* Karyawan pada Lembaga Perkreditan Desa (LPD) di Denpasar Selatan. *Skripsi Fakultas Ekonomi dan Bisnis Universitas Udayana*.
- [30] Putra, IBKSD. AG Rahyuda. 2015. Pengaruh Lingkungan Kerja Fisik dan Stres Kerja terhadap Kinerja Pegawai di Upt. Pengujian Kendaraan Bermotor Dinas Perhubungan Kota Denpasar. *E-Jurnal Manajemen Universitas Udayana* 4 (9)
- [31] Rahayu, Putu Desyana. 2013. Peran Kepuasan Kerja dalam Memediasi Pemberdayaan terhadap Kinerja Karyawan pada Hotel Bali Summer. *Skripsi*. Fakultas Ekonomi dan Bisnis Universitas Udayana.
- [32] Safaria, Triantoro. 2011. Peran *Religious Coping* sebagai Moderator dari Job Insecurity Terhadap Stres Kerja pada Staf Akademik. *Humanitas*. 3 (2), h:156-170.
- [33] Saragih, Intan Yulia Insani. Bhaskara, Gde Indra. 2019. *Pencitraan Sosial Media: Studi Kasus Ulasan Tripadvisor Terhadap 5 Restaurant Terbaik di Bali*. 7 (2), hal: 231-238.
- [34] Sedarmayanthi. 2010. *Manajemen Sumber Daya Manusia Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*. Bandung: PT. Refika Aditama.
- [35] Setiawan, Paulina Wijayanti. Yusuf Munawir. Priyatama, Aditya Nanda. 2012. Hubungan antara Job Insecurity dan Konflik Peran dengan Performansi Kerja Karyawan di Balai Besar Wilayah Sungai Bengawan Solo. *Jurnal Ilmiah Psikologi Candrajiwa*. 1 (3).
- [36] Setiawan, Rony. Hadianto, Bram. 2008. Job Insecurity dalam Organisasi. *Jurnal Manajemen Maranatha*. 7 (2).
- [37] Suryani, Ni Kadek. Sarmawa, I Wayan Gde. Wardana, Made. 2014. Work Family Conflict, Job Stres and Job Performance (Case Study Spa Employee In Bali). *European Journal of Business and Management*. 6 (32), pp: 189-195.
- [38] Sutanto, Veliana. Mogi, Jesslyn Angelia. 2016. Analisis pengaruh *work family conflict* terhadap stress kerja dan kinerja karyawan di restoran *The Duck King Imperial Chef Galaxy Mall* Surabaya. *Jurnal Hospitality dan manajemen jasa*. 4 (1), h:377-391.

- [39] Thoha, Miftah. 1983. *Kepemimpinan dalam Manajemen*. Jakarta: Rajawali Pers.
- [40] Vijayan, Mathangi. 2017. *Impact of Job Stres on Employee's Job Performance in Aavin, Coimbatore. Journal of Organization & Human Behaviour*. 6 (28), pp: 21 -29.
- [41] Vuuren, Tinka van. De Jong, Jeroen P. Smulders, Peter. G. W. 2018. *The association between subjective job insecurity and job performance across different employment groups. Career Development International*. 23(3), pp: 229-246.
- [42] Wang, Hai-Jiang. Lu, Chang-qin. and Siu, Oi-ling. 2015. *Job Insecurity and Job Performance: The Moderating Role of Organizational Justice and The Mediating Role of Work Engagement*. 100 (4), 1249-1258.
- [43] Y. Roboth, Jane. 2015. *Analisis Work Family Conflict, Stres Kerjadan Kinerja Wanita Berperan Gandapada Yayasan Compassion East Indonesia. Jurnal Riset Bisnis dan Manajemen*. 3 (1).