

# **Relationship of work-family conflict, work-life imbalance, and work-related stress with employee performance of married women in Indonesia: A cross-sectional study**

## **ABSTRACT**

**Objectives** This study aims to assess the relationship of work-family conflict (WFC), work-life imbalance, and work-related stress with the performance of working women in Indonesia. **Methods** This is a quantitative cross-sectional study using structural equation modeling. The participants were 404 married female workers in Indonesia. A research-made questionnaire was used to collect data. The data were analyzed in Smart PLS software version 3. **Results** The results showed that WFC had a significant relationship with work-related stress, and worklife imbalance had a significant relationship with work-related stress. The WFC had no significant relationship with employee performance. The work-life imbalance had no significant relationship with employee performance, either. Finally, work-related stress had a negative significant relationship with employee performance. **Conclusion** Organizational and managerial support can help working women achieve an effective harmony between work and family roles.