

**PENGARUH *WORK FAMILY CONFLICT* DAN RELIGIUSITAS
TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN
KERJA SEBAGAI VARIABEL INTERVENING
PADA KARYAWAN BANK ACEH SYARIAH
CABANG BIREUEN**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *work family conflict* terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening pada karyawan Bank Aceh Syariah Bireuen. Metode pengumpulan data menggunakan kuesioner. Populasi sekaligus responden sebanyak 124 karyawan. Metode analisis menggunakan *Structural Equation Modeling (SEM)*, *Smart PLS v.3.0*. Hasil penelitian menunjukkan bahwa, pertama *work family conflict* berpengaruh negatif signifikan terhadap kinerja karyawan. Kedua, religiusitas berpengaruh positif signifikan terhadap kinerja karyawan. Ketiga, *work family conflict* berpengaruh negatif signifikan terhadap kepuasan kerja karyawan. Keempat, religiusitas berpengaruh positif signifikan terhadap kepuasan kerja karyawan. Kelima, kepuasan kerja berpengaruh positif signifikan terhadap kinerja karyawan. Keenam, *work family conflict* berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening. Ketujuh, religiusitas berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening. Hasil penelitian dapat digunakan sebagai dasar untuk meningkatkan dan memelihara tingkat *Work family conflict*, religiusitas kinerja karyawan dan kepuasan kerja.

Kata Kunci : *Work family conflict*, religiusitas, kepuasan kerja, kinerja karyawan

**THE EFFECTS OF WORK FAMILY CONFLICT AND RELIGIOSITY ON
EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AS
INTERVENING VARIABLE ON EMPLOYEES OF BANK ACEH
SYARIAH BIREUEN BRANCH**

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ABSTRACT

This study aims to analyze the effects of work family conflict on employee performance through job satisfaction as an intervening variable on Bank Aceh Syariah Bireuen employees. The data collection method used was questionnaire. The population as well as respondents was 124 employees. The analytical method used was Structural Equation Modeling (SEM), Smart PLS v.3.0. The results show that, first the work family conflict has a significant negative effect on employee performance. Second, religiosity has a significant positive effect on employee performance. Third, Work family conflict has a significant negative effect on employee job satisfaction. Fourth, religiosity has a significant positive effect on employee job satisfaction. Fifth, job satisfaction has a significant positive effect on employee performance. Sixth, work family conflict has a significant effect on employee performance through job satisfaction as an intervening variable. Seventh, religiosity has a significant effect on employee performance through job satisfaction as an intervening variable. The results of the research can be used as a basis for increasing and maintaining the level of work family conflict, religiosity of employee performance and job satisfaction.

Keywords: *Work family conflict, religiosity, job satisfaction, employee performance*