ABSTRACT

Professional women on the job will be more likely to experience conflict, because she will have an attachment or more concentrate to work and set aside her role as a housewife. The women are more concentrated on the job and putting aside domestic affairs, this condition will lead to conflicts that arise because they feel neglected to work as housewives as well as their committed organizations, especially among civil servants. This condition also occurs in STIE Pelita Bangsa Bekasi, many student complaints in recent years is an indication of the decrease in lecturer's performance and one of them is allegedly caused by the conflicting roles experienced by lecturers of female human resources at STIE Pelita Bangsa. So this case the performance achieved does not match expectations because of the role of the conflict. The sample of this research is 46 lecturers at STIE Pelita Bangsa which will be reviewed from the side of work-family conflict and its influence on the performance of organizational commitment. Results of the analysis with Partial Least Square indicate that the work-family conflict does not have a direct influence on the performance of Female Lecturers. Meanwhile, with the influence of organizational commitment variable inferred indirectly influence more significantly. This indicates that organizational commitment for female Lecturer will obviously affect the performance regardless of work-family conflict conducted by female Lecturer.

Keywords: Work-Family Conflict, Organizational Commitment, & Lecturer's Performance