

THE EFFECT OF WORK INTERFERE FAMILY AND FAMILY INTERFERE WORK ON COMMITMENTS THROUGH SATISFACTION AND MOTIVATION

Denis Fidita Karya¹⁾,
(denisfk@unusa.ac.id)

Reizano Amri Rasyid²⁾,
(reizano21@unusa.ac.id)

Candraningrat³⁾
(candra@dinamika.ac.id)

^{1,2)} *Management, Nahdlatul Ulama University, Surabaya, Indonesia*

³⁾ *Management, Universitas Dinamika, Surabaya, Indonesia*

(Submit : 12th January 2021, Revised : 12th February 2021, Accepted : 30th February 2021)

ABSTRACT

This research was conducted to determine how the influence of work-family conflict (WFC), which consists of work interfere conflict (WIF) and family interfere conflict (FIW) factors on organizational commitment through the mediation of job satisfaction and work motivation on women entrepreneurs in Surabaya. The data collection technique in this study is a survey method using a questionnaire instrument filled out by respondents. The population in this study were all female entrepreneurs in the city of Surabaya. The number of samples in this study was 310 people. In this study, the data analysis method used was Partial Least Square (PLS) with SmartPLS 2.0 software. The results of the research are expected that WIF and FIW negatively affect entrepreneurial commitment through mediating job satisfaction and work motivation.

Keywords : *work interfere conflict, family interferences conflict, commitment, job satisfaction, and work motivation.*

I. PLEMINARY

To fulfill needs and wants, every individual is required to make an effort. One form of business that can be done is work. This gives rise to competition from each other in fulfilling their needs and wants. Also, it encourages women to play a role. The role of the woman is also carried out by working. The purpose of women in work has increased since 1960. The form of the women's role in entrepreneurship.

According to Robbins (2000) that entrepreneurship is a process where individuals or groups seek to get opportunities by creating value, developing by innovating, and being creative in fulfilling needs and desires through the use of existing resources. For women, working is not only for earning money but also as a form of awareness within the family and society that encourages being able to empower themselves at work. This statement is following the concept of the emancipation of women, in which women also want to be respected as men.

According to Candraningrat (2017), entrepreneurship is protected significantly to the economy in Indonesia, in particular in overcoming unemployment and encouraging sustainable business stability. In entrepreneurship, must have the ability to develop their business by reading business opportunities, managing activities, developing innovative and proactive creatives, and entrepreneurial intelligence (Santoso, et al., 2017). Also, there are six critical successes in entrepreneurship, such as successful setup procedures, successors of successors, the preparedness of past ages, communications in the progression procedure, connections among relatives, and business environmental presentation (Candraningrat, et al, 2018).

However, on the other hand, a woman is also molded as a mother and wife, so this triggers a conflict. The conflict is known for the Work-Family Conflict (WFC). WFC is a condition of deviation in which individuals should be able to meet the various roles at the same time, both the role of work and family (Bianchi, et al, 2006). According to Fron (1992), WFC is more experienced by women than comparisons because WFC is closely related to the feeling of stress and anxiety experienced by women.

A woman entrepreneur in running a business, of course, is faced with various obstacles, so she is required to focus on facing these obstacles. This results in losing time with family at home. If this cannot be fulfilled, it will have an impact on the success of the business being carried out, especially on the level of job satisfaction. On the other hand, as a woman who wants to be successful in entrepreneurship, she is required to have an entrepreneurial commitment to the business being run. This entrepreneurial commitment can be realized if job expectations are met. Besides, recognizing a commitment to entrepreneurship can also be accompanied by providing work motivation to women entrepreneurs.

The city of Surabaya is one of the cities in East Java Province with the majority of women entrepreneurs (Jajeli, 2016). Tri Risma Harini, as Mayor of Surabaya, encourages Surabaya residents to become entrepreneurs. This is realized through the Economic Hero program. The number of women entrepreneurs who joined the Economic Hero program has increased from 2014 to 2015. In 2014 there were 1,976 women entrepreneurs and in 2015 increased by 3,000 women entrepreneurs. This increase triggers a dual role conflict (WFC), where on the one hand, as a woman, it is desirable to take care of the family well. On the other hand, if you want to be successful in entrepreneurship, you must be able to manage the business well too. If someone experiences a WFC, then one role obligation certainly has an impact on the duties of another role, so that it also impacts on job satisfaction, work motivation, and commitment to entrepreneurship.

II. LITERATURE REVIEW

Work-Family Conflict (WFC) is a type of entomb job strife, which is in the way of pressure from the unbalanced scope of work and family, namely roles in action so that it is challenging to assume a job in the family and characters in the family, so it is challenging to assume a job in work (Greenhaus & Beutell, 1985). According to (Greenhaus & Beutell, 1985), WFC arises due to two pressures, namely overload and interference. Overload is the pressure that occurs when the number of obligations for time and energy is enormous in fulfilling multiple roles, while intervention is the pressure if you have quite a lot of commitments in work and family, which must be achieved at the same time in different places.

According to (Boyd, et al., 2015), WFC based on the domain, is divided into two, namely the work interface family (WIF) and the interface work-family (FIW). WIF appears when a person has many obligations at work so that he is unable to fulfill requirements in the family (Sulistiawan and Armuninggar, 2017). For example, parents who feel that the job at hand prevents time with family at home. FIW appears when someone has many obligations in the family, so they are unable to fulfill their commitments at work (Sulistiawan and Armuninggar, 2017). For example, a businessperson who is angry about having to leave work for a while to fulfill obligations at home.

The factors that cause WFC include time pressure, family size, family support, job satisfaction, marriage satisfaction, and job size (Suharmono & Natalia, 2015). (Greenhaus & Beutell, 1985) explain that WFC consists of three elements, in particular time sensitive clash, strain-based clash, and behavior-based conflict. Time-based conflict is the measure of time required to fulfill one job many times, causing difficulties in fulfilling other purposes. Strain-based conflict is the amount of pressure that exists when performing one part, producing challenges in fulfilling different roles. Behavior-based conflicts are specific behaviors required to fulfill one position, causing difficulties in fulfilling other purposes.

The indicator used to measure WIF according to (Handini, et al., 2014), among others, lack / no time for family events due to work, lack / no time to carry out household obligations due to work, less time for family togetherness, feeling tired to carry out household obligations after work, work pressure makes emotions not stable at home, the concentration of taking care of the family is disturbed because of the workload, the method of solving problems at work is not active at home, the rules that are applied at work cannot be done at home and the habits at work cannot be done at home, while the indicators that are used to measure FIW, among others, time for work responsibilities is disturbed by family, using free time at work for family needs, skipping office activities because of family, family responsibilities make emotions unstable at work, family responsibilities make work not optimal, concentration work distracted because of family problems, how to solve problems at home cannot be done effectively in the workplace, rules that are applied at home cannot be done at work and habits at home cannot be done at work.

Entrepreneurial commitment is defined as the intention, desire, belief, and ability in a person to run a business to achieve business success (Sahabuddin, 2013). This encourages someone to act that is focused on victory, to the future, and to be brave in taking various risks. According to (Choo and Wong, 2006), the factors used to determine the level of entrepreneurial commitment are achievement motivation and entrepreneurial intention. On the other hand, (Susan, 2009) states that the element used to measure business success is commitment. Therefore it can be understood that commitment is the primary key to being a successful entrepreneur. The indicators used to measure entrepreneurial engagement are self-confidence in completing tasks well, having a future orientation, and willingness to maintain the values and objectives of the business being carried out (Sahabuddin, 2013).

Job satisfaction is characterized as the pleasure that an individual encounters with work appraisals or work experience (Noermijati, 2013). Giovanni and Meily (2013) suggest that job satisfaction refers to a person's mindset towards work. Based on this explanation, it can be understood that if someone who experiences high job satisfaction is undoubtedly positive about work. If someone who suffers low job satisfaction (not satisfied), of course, has a negative attitude towards work. The theory of job satisfaction consists of three, namely the discrepancy theory, equity theory, and two-

factor theory (Tunjungsari, 2011). The indicators used to measure job satisfaction include the job itself, salary, promotion opportunities, providers/supervision, and co-workers.

Motivation comes from the word *move*, which means encouragement and movement. Motivation is understood as the impulse and desire that exists within a person to act. (Brahmasari and Suprayetno, 2008) argue that motivation is a specific desire and willingness to achieve organizational goals, which are adjusted to one's abilities. Work motivation is influenced by two factors, namely intrinsic motivation and extrinsic motivation (Mangkunegara, 2004). Intrinsic motivation is in the form of salary, job security, work environment, and others, while extrinsic motivation is in the way of achievement, reward, responsibility, progress and work itself, promotion of positions, regulations, company policies, relations between employees and others. The indicators that can be used to measure work motivation include maintaining self-esteem, meeting spiritual needs, creating a sense of security in the future, and paying attention to opportunities for advancement (Riduwan, 2002).

III. RESEARCH METHOD

This research begins with a preliminary survey, namely conducting field observations about MSMEs in Surabaya city, then proceed with the search for secondary data about MSMEs in the city of Surabaya by collecting documents from the authorized agency in terms of MSMEs in Surabaya city, in the wake of finding the existing issues. At MSMEs, a literature review is carried out to formulate research hypotheses and identification of variables to aggregate examination instruments and information assortment methods just as information investigation techniques used to test hypotheses so that findings in this study are obtained. Based on the problems studied, this study is a causality study. Causality research is research that examines the causal relationship between two or more variables (Sugiyono, 2012). Besides, based on the data obtained, this research is included in quantitative research. Quantitative research is research that collects data in the form of numbers and then analyzes the data. This study consists of two independent variables, namely Work Interfere Conflict (X_1) and Family Interfere Work (X_2), with one dependent variable, namely Entrepreneurial Commitment (Y) and two intervening variables namely Job Satisfaction (Z_1) and Work Motivation (Z_2).

The population determined in this study are all women entrepreneurs in the city of Surabaya. The sample size in this study was determined using the recommendation of (Hair, et al., 2013), namely the number of indicators multiplied by 10-15. The number of indicators in the study was 31, so the determination of the sample size was 310-465. However, in this study, 310 respondents were taken as a sample because they were considered to have met the requirements. The data collection technique in this study was a survey by appropriating surveys to respondents. The source of data obtained from this study is primary data because it is collected directly by researchers by distributing questionnaires to respondents. The data analysis technique used in this study was Partial Least Square (PLS) with SmartPLS 2.0 software.

IV. RESULT AND DISCUSSION

Discriminant validity can be seen through different techniques, by taking a gander at the average variant extracted (AVE) value for each indicator, it requires the value to be > 0.5 for a great model.

Tabel 1
Average Variant Extracted (AVE)

Variable	AVE
Family Interfere Work	0.5010
Job Satisfaction	0.4706
Entrepreneurial Commitment	0.8984
Work Motivation	0.6059
Work Interfere Family	0.6687

In light of the information introduced in table 1 above, it is realized that the AVE estimation of the variable Family Interfere Work, Job Satisfaction, Entrepreneurial Committees, Work Motivation, and Work Interfere Family > 0.5. In this way it very well may be expressed that each variable has good discriminant validity.

The reliability test can be fortified by utilizing the Cronbach's alpha value. A variable can be announced dependable or meets Cronbach alpha on the off chance that it has a Cronbach's alpha value > 0.7. Coming up next is the Cronbach's alpha estimation of each variable:

Tabel 2
Cronbach Alpha

Variable	Cronbach's Alpha
Family Interfere Work	0.8821
Job Satisfaction	0.9202
Entrepreneurial Commitment	0.9434
Work Motivation	0.7745
Work Interfere Family	0.8749

In light of the information introduced in table 2 above, it tends to be seen that the Cronbach alpha value of all research variables is > 0.7. These outcomes demonstrate that each variable has met Cronbach's alpha, so it very well may be reasoned that all factors have an elevated level of unwavering quality.

Hypothesis testing is divided into direct influence and indirect effect. In light of the information handling that has been done, the hypothesis can be utilized to answer the speculation in this study. Theory testing in this examination was carried out by taking a gander at the T-Statistics value and the original sample value. The research hypothesis can be declared acknowledged whether the T-Statistics value is > 1.96. The following are the consequences of hypothesis testing acquired in this study through the innwe model:

Tabel 3
T-Statistics and Original Sample

Variable	Original Sample (O)	T Statistics (O/STERR)	Result
Family Interfere Work -> Job Satisfaction	0.3644	3.1611	Accepted
Family Interfere Work -> Entrepreneurial Commitment	0.9013	21.4744	Accepted

Family Interfere Work -> Work Motivation	0.3494	3.8198	Accepted
Job Satisfaction -> Entrepreneurial Commitment	0.0113	0.1768	Rejected
Work Motivation -> Entrepreneurial Commitment	-0.0357	0.5144	Rejected
Work Interfere Family -> Job Satisfaction	0.2225	2.2358	Accepted
Work Interfere Family -> Entpreneurial Commitment	-0.0085	0.1601	Rejected
Work Interfere Family -> Work Motivation	0.3134	3.8432	Accepted
Work Interfere Family -> Entrepreneurial Commitmen through Job Satisfaction	0.059	3.196	Accepted
Family Interfere Work -> Entrepreneurial Commitmen through Job Satisfaction	0.501	1.365	Rejected
Work Interfere Family -> Entrepreneurial Commitment through Work Motivation	0.0398	4.895	Accepted
Family Interfere Work -> Entrepreneurial Commitmen through Work Motivation	0.0485	1.157	Rejected

In view of the information introduced in table 3 above, it can be seen that of the 12 hypotheses proposed in this study, five them were rejected because each of the effects indicated had a T-Statistic value <1.96. So it can be stated that the independent variable to the dependent variable has an insignificant effect.

The work interface family has a positive effect on job satisfaction. The results of the calculation show that the work interface family has a significant positive effect on job satisfaction with a T-statistics value of 2.2358 and a path coefficient of 0.2225, meaning that the hypothesis is supported. The work interface family has a positive effect on entrepreneurial commitment. The calculation results show that the work interface family hurts entrepreneurial commitment with a T-statistical value of 0.1601 and a path coefficient of -0.0085, meaning that the hypothesis is rejected.

Work interfere family has a positive effect on work motivation. The calculation results show that the work interface family has a significant positive effect on work motivation with a T-statistical value of 3,820 and a path coefficient of 0.349, meaning that the hypothesis is supported. Family interface work has a positive and significant effect on job satisfaction. The calculation results show that family interface work has a positive effect on job satisfaction with a T-statistics value of 3.161 and a path coefficient of 0.364, meaning that the hypothesis is supported.

Family interface work has a positive effect on entrepreneurial commitment. The calculation results show that the family interface work has a positive effect on entrepreneurial commitment with a T-statistical value of 21.474 and a path coefficient of 0.901. That is, the fifth hypothesis is supported. Family interface work has a positive effect on work motivation. The results of the calculation show that family interface work has a significant positive effect on work motivation with a T-statistical value of 3,820 and a path coefficient of 0.3494, meaning that the hypothesis is supported.

Work motivation hurts entrepreneurial commitment. The calculation results show that work motivation hurts entrepreneurial commitment with a T-statistics value of 0.514 and a path coefficient of -0.0357, meaning that the hypothesis is rejected. Job satisfaction has a positive effect on entrepreneurial commitment. The calculation results show that job satisfaction has a positive effect

on entrepreneurial commitment with a T-statistics value of 0.1768 and a path coefficient of 0.0113, meaning that the hypothesis is rejected.

Work interface family has a positive effect on entrepreneurial commitment through job satisfaction. The calculation results show that the work interface family has a significant positive effect on entrepreneurial commitment through job satisfaction with a T-statistics value of 3.196 and a path coefficient of 0.059, meaning that the hypothesis is supported. Family interface work has a positive effect on entrepreneurial commitment through job satisfaction. The calculation results show that family interface work has a significant positive effect on entrepreneurial commitment through job satisfaction with a T-statistic value of 1.365 and a path coefficient of 0.501, meaning that the hypothesis is rejected.

Work interface family has a positive effect on entrepreneurial commitment through work motivation. The calculation results show that the work interface family has a significant positive effect on entrepreneurial commitment through work motivation with a T-statistics value of 4,895 and a path coefficient of 0.040, meaning that the hypothesis is supported. Family interface work has a positive effect on entrepreneurial commitment through work motivation. The calculation results show that family interface work has a significant positive effect on entrepreneurial commitment through work motivation with a T-statistic value of 1.157 and a path coefficient of 0.0485, meaning that the hypothesis is rejected.

Discussion

a. The effect of Work Interfere Family on Entrepreneurial Commitment

In view of the consequences of the hypothesis testing that has been done, it very well may be inferred that the effect of work interfere with family on entrepreneurial commitment has a negative effect. The strong desire of a person for a career will affect a person's behavior in completing their duties properly. When the individual has a family, it will be difficult to choose his obligations to entrepreneurship or family commitments. However, if the individual chooses to have a career, the greatest opportunity is that the individual will focus on the work to be completed. When a person has many obligations that must be completed immediately, the individual may want to carry out his work or business according to predetermined targets. However, someone will be required to mutually share their roles in the family and work, and this cannot be aligned. A person will have two different sides, which must fulfill these obligations. On the one hand, he has to do work in another place where there is no time for his family, then again, he has to focus on the whole family, so it is hard to recognizework that interferes with family or family that interferes with work.

b. The effect of Family Interfere Work on Entrepreneurial Commitment

In view of the consequences of the the hypothesis testing that has been done, it very well may be presumed that the family interface work on entrepreneurial commitment has a positive effect. FIW appears when a person has many obligations in the family so that he is unable to fulfill his obligations at work. Family interference to work occurs when family responsibilities hinder work performance. Problems that always arise in the interface work family are the time required for one element to spend time on other elements. These problems arise in one element that can affect other elements and behavior, which is not in line with the behavior of the two existing elements. When you spend too much time on entrepreneurship, you can't carry out your role as a family

properly, so this can cause problems in the office and vice versa. When you have a demanding role in a family, it can cause problems at the office and vice versa. Behaviors that can cause problems include pressure in a family or entrepreneurship. So that someone must be able to put himself in the worst problem when the problem comes, he will be ready to face the risk he has chosen.

c. The effect of Work Interfere Family on Job Satisfaction

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the effect of WIF on job satisfaction has a positive and significant effect. WIF regularly emerges when one of the jobs in the activity requests more or requires more consideration than the job in the family. It is evident that this conflict creates different issues that affect the life of the lady's family and work, from one perspective, ladies are required to be answerable for overseeing and cultivating the family well, then again, as workers, women are required to work following great execution standards. In any case, not every one of them can adjust their roles in work with roles in the family, which leads to dissatisfaction with job satisfaction. If a person can harmonize work and family, then he will be satisfied with these two elements. So that training and time management are needed for these two elements.

d. The Effect of Family Interfere Work on Job Satisfaction

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the FIW has a positive and significant effect on job satisfaction. FIW (family interference with work) is a conflict that occurs when roles and responsibilities in the family interfere with work activities. For example, an individual who cancels an important meeting because his child is sick. Another example is when a mother has to choose between completing work deadlines and overtime at the office or going home to care for her child at home. The woman must be able to complete work deadlines so that it interferes with time with family. Besides, it is stated that gender differences are also things that affect the emergence of family conflicts. While caring for children is usually done by women, the existence of a working wife can further trigger family conflicts. Job satisfaction can depend on one's problems. If someone has a question, they will be carried away in the environment he is in. In this case, it is necessary to pay attention to the emotions that must be faced and how to remain professional in one element without bringing the problem to a other component.

e. The Effect of Work Interfere Family on Work Motivation

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the WIF has a positive and significant effect on work motivation. Individual career growth in work causes individuals to increase their commitment to meeting job demands, so that family demands are not fulfilled optimally. Furthermore, work motivation has a contribution to job satisfaction, which indicates that the higher the work motivation of an employee, the higher the job satisfaction. When someone is too focused on a job, he will tend to have high work motivation and vice versa. However, this has the risk of each individual. The role of a person in family and work is equally important and needs to pay attention to the condition of the individual.

When he has pressure on the family, he will bring the problem to the office so that employee motivation can be affected by problems in the family.

f. The Effect of Family Interfere Work on Work Motivation

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the FIW has a positive and significant effect on work motivation. FIW takes time to solve the problem that is being faced in an element. The time expected to do one demand at work can lessen an opportunity to complete different requests. It does not close then that there will be pressure from one role and affect other roles. The last form of work-family conflict is behavior-based conflict, in which certain patterns of behavior are not following expectations regarding behavior in other roles. Just as solutions to problem-solving in work are equated with solutions to problem-solving in the family, so that work motivation in a job is still considered important so that he refocuses on the targets, he will complete.

g. The Effect of Job Satisfaction on Entrepreneurial Commitment

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the job satisfaction does not affect entrepreneurial commitment. Job satisfaction does not have a significant positive effect on entrepreneurial commitment. This shows that the better the job satisfaction felt by employees, the higher the entrepreneurial commitment, and vice versa if employees feel dissatisfied, it will reduce their commitment to the company. Job satisfaction is measured by workload, salary, promotion, supervisors, and co-workers show that it has been managed well so that it contributes to entrepreneurial commitment. Based on employee assessments, managers who are willing to listen to every suggestion, colleagues who always put mutual interests first, and the opportunity for employees to be promoted will be able to increase job satisfaction. Besides, the company has provided fair wages to all employees, thereby fostering employee confidence to remain loyal to the company. However, job satisfaction will not be maximized if someone has problems in the family, because he will be sued for two different things, but he has the same obligation in his role.

h. The Effect of Work Motivation o Entrepreneurial Commitment

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that work motivation does not affect entrepreneurial commitment. Work motivation is not significant towards entrepreneurial commitment; this is because workers are not too motivated by the values and beliefs held about developing a common vision. Also, he has different targets on a different element, so that there is no fit within himself to choose motivation in entrepreneurial commitment. With this, it can be explained, fulfilling the need to motivate employees to work at the company, one example of giving a salary that is following the work results of the employee, because if the employee feels the work done is not following the salary given, the level of work motivation will be reduced and followed with employee satisfaction that will decrease so that it has an impact on the entrepreneurial commitment. Employees who commit will want to give more vitality, thoughts, and responsibilities in improving the government assistance and accomplishment of entrepreneurs and want to maintain their membership in the entrepreneurship. The success of entrepreneurship is inseparable from the role of the employees involved in it

because with high commitment, the level of productivity and work quality will increase. In the end, it will support the achievement of organizational goals.

i. The effect of Work Interfere Family on Entrepreneurial Commitment through Job Satisfaction

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the WIF has a positive effect on entrepreneurial commitment through job satisfaction. Work Interfere Family (WIF) is a contention that emerges when a work role interferes with a person's job in the family. Family relations, community views, creative opportunities, work union activities, political freedom, and social relations can influence the entrepreneurial commitment of each individual. Job satisfaction is the enthusiastic demeanor of someone who is fun and adores their job. These emotions can be in the form of anger, resentment, and disappointment with their work. This can be influenced by family conditions that encourage commitment to work in a person. When someone has a high entrepreneurial commitment, he will be satisfied with the results of the work or effort he has done. However, work commitment can be fulfilled by feelings of conflict that arise in the family, which can affect a person's job satisfaction level.

j. The effect of Family Interfere Work on Entrepreneurial Commitment through Job Satisfaction

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the FIW does not affect entrepreneurial commitment through job satisfaction. This role conflict can occur due to unfinished work or pressure at work to interfere with family needs. The role between family and work has an equally important proportion so that someone sometimes brings the problem or conflict to work or his family. Job satisfaction reflects a person's feelings about his job. Someone with a high entrepreneurial commitment will be satisfied with the results that have been achieved. But when he has problems in a social relationship, including family, he tends to have low satisfaction. This will create pressure at work because of the conflict in the family he is facing. Job satisfaction will tend to increase when you have a high entrepreneurial commitment and do not have problems in social relationships, including family.

k. The Effect of Work Interfere Family on Entrepreneurial Commitment through Work Motivation

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the WIF has a positive effect on entrepreneurial commitment through work motivation. WIF requires the time expected to do one of the requests, which can come from family or from work, which can lessen the time needed to do one of the requests. The demand exists that there is a jumble between the behavior designs and those ideal by the two parts (work or family). Entrepreneurial commitment includes the level of confidence of employees to accept entrepreneurial goals so that they want to stay and become part of the entrepreneurship. Committed employees tend to be more responsible for providing good service. Apart from this, there is a motivation that is owned so that it provides good performance for the company. Work motivation is a mental power inside an individual that decides the course of one's conduct in the

association, level of exertion, and ingenuity in facing obstructions. When individuals have good relationships in the family will affect entrepreneurial commitment and have high work motivation to complete their work so that there will be time for him to do other roles in the family.

1. The effect of Family Interfere Work on Entrepreneurial Commitment through Work Motivation

In view of the consequences of the hypothesis testing that has been done, it very well may be presumed that the FIW on entrepreneurial commitment through work, motivation does not have a significant effect. The last form of work-family conflict is behavior-based conflict, in which certain patterns of behavior do not match expectations regarding behavior in other roles as well as problem-solving solutions in work equated with problem-solving solutions in the family. The incompatibility in solving the problem will lead to new conflicts in two different elements. A person's commitment to work or entrepreneurship can be seen from the person doing his job. If the ability he has at work is good, then he has high motivation for his job. However, if the results of the work are not good, but have high motivation in completing the task, it can be related that he has other problems or conflicts that he cannot solve. A person's condition can influence this in solving problems in a family. Someone will tend to bring other problems in a different element. This can affect a person in carrying out his job, good or bad work can be influenced by his condition in family relationships.

V. CONCLUSION

In view of the examination that has been finished, WIF has a positive effect on job satisfaction and work motivation, but does not affect entrepreneurial commitment. FIW has a positive effect on entrepreneurial commitment, job satisfaction, and work motivation. While job satisfaction does not affect entrepreneurial commitment, work motivation also does not affect entrepreneurial commitment. WIF has a positive effect on entrepreneurial commitment through job satisfaction and work motivation. FIW has a negative effect on entrepreneurial commitment through job satisfaction and works motivation. Suggestions that can be conveyed are that the company should pay attention to the employees they are facing, including problems in social relations. Entrepreneurial commitment can be increased when employee motivation and job satisfaction are met.

REFERENCES

- Bianchi, M. S, Casper, L. M & King, BR., (2006), *Work, Family, Health and Well-Being*, Routledge.
- Boyd, et al., (2015), "Double Trouble: Work-Family Conflict and Well-Being For Second Job Holders", *Journal Community, Work and Family*, vol 19 (4): 462-480.
- Brahmasari, Ida Ayu dan Agus Suprayetno, (2008), "Pengaruh Motivasi Kerja, Kepemimpinan, dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan serta Dampaknya pada Kinerja Perusahaan (Studi kasus pada PT. Pei Hei International Wiratama Indonesia)", *Jurnal Manajemen dan Kewirausahaan*, vol.10, pp.124-135.
- Candraningrat, (2017), "Pengambilan Keputusan sebagai Wirausaha Muda dan Faktor Eksternal yang Memengaruhinya di Institut Bisnis dan Informatika Stikom Surabaya", *Business and Finance*

Journal, Volume 2, No. 1.

- Candraningrat, Oktaviani dan Suhandiah, Sri, (2018). "Analysis of the success factors for MSME succession in Surabaya: A principal component analysis", *Journal of Economics, Business, and Accountancy Ventura*, vol. 21, No. 2, pages 207 – 217.
- Choo S, dan Wong M., (2006), "Entrepreneurial intention: triggers and barriers to new venture creations in Singapore", *Singapore Management Review*, 28: 47-64.
- Frone, M R., (1992), "Antecedents and outcomes of work-family conflict: testing a model of the work-family interface", *Journal of applied psychology*, vol.77, no.1, pp.65-74.
- Giovanny dan Meily, (2013), "Pengaruh Work-Family Conflict terhadap Komitmen Organisasi: Kepuasan Kerja Sebagai Variabel Mediasi", *Jurnal Manajemen*, vol.13 (1), pp.15-34.
- Greenhaus, J. H. & Beutell, N. J., (1985), "Sources Of Conflict Between Work And Family Roles", *Journal of Management Review*, vol.10, pp.76-88.
- Hair, et. al., (2013), *A primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*.
- Handini, dkk., (2014), "Hubungan Antara Work-Family Conflict dan Keterikatan Kerja Pada Ibu Bekerja", *Jurnal Noetic Psychology*, vol.4 (2), pp.169-180.
- Jajeli, Rois, (2016), *Wali Kota Risma Ajak Warganya jadi Pengusaha*, Diakses di m.detik.com, (Diakses pada 11 Agustus 2019).
- Mangkunegara, A.A. Anwar Prabu, (2004), *Manajemen Sumber Daya Manusia*, Bandung: PT. Remaja Rosdakarya.
- Noermijati, (2013), "Kajian Tentang Aktualisasi Teori Herzberg, Kepuasan Kerja dan Kinerja Spiritual Manajer Operasional. Cetakan Pertama. Malang: UB Press.
- Riduwan, Malik, (2002). *Teori Motivasi dan Aplikasi*. Jakarta: Rineka Cipta.
- Robbins, (2000), *Management*, Canada: Prentice Hall.
- Sahabuddin, Romansyah, (2013), "Analisis Efikasi Diri dan Komitmen Berwirausaha serta Dampaknya pada Kinerja Usaha Rumpuk Laut Skala Kecil di Kabupaten Jeneponto", *Jurnal Economix*, vol.1, no.1.
- Santoso, R., Candraningrat, Binawati, L., (2017), "Elemen Kecerdasan Wirausaha Untuk Meningkatkan Kinerja Industri Kecil dan Menengah (IKM) di Surabaya", *Bisnis dan Manajemen (BISMA)*, volume 10, nomor 1.
- Sugiyono, (2012), *Metode Penelitian Kuantitatif Kualitatif Dan R&D*, Bandung: Alfabeta.
- Suharmono, Natalia, P., (2015), "Analisis Pengaruh Work Family Conflict dan Ambiguitas Peran Terhadap Kinerja Karyawan dengan Stress Kerja Sebagai Variabel Intervening. Diponegoro", *Journal of Management*, vol.(2), pp.1-13.
- Sulistiawan dan Armuninggar, (2017), "Konflik Pekerjaan-Keluarga : Tipe Konflik dan Dampaknya Pada Kepuasan", *Jurnal Ilmiah Manajemen*, vol.7 (1), pp.132 – 149.
- Susan, E., (2009), *Memori Kerja Dan Proses Belajar*, Jakarta: Indeks.
- Tunjungsari, P., (2011), "Pengaruh Stress Kerja Terhadap Kepuasan Kerja Karyawan Pada Kantor Pusat PT. Pos Indonesia (Persero) Bandung", *Jurnal Universitas Komputer Indonesia*, vol.1 (1).