

CORRELATION STUDY BETWEEN WORK-FAMILY CONFLICT AND WORK DISCIPLINE WITH EMPLOYEE PERFORMANCE (A SURVEY BINAPENTA DIRECTORATE)

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ABSTRACT

The background of this research is to analyze the work family conflict and work discipline in relation with performance employee of Direktorat Binapenta at Kementerian Tenaga kerja and Transmigrasi RI. There are some cases on employee performance that found often. First, the conflicts that occur in organizations and employees performance. Second, employees' lack of discipline which resulted in a delayed performance. Third, employees with above average work-family conflict and discipline with a slow employee performance track. The objective(s) of this research was formulated as: 1) Is there any correlation between work-family conflict and employee performance of Dirjen Binapenta at Kemenakertrans RI, 2) Is there any correlation between work discipline and employee performance of Dirjen Binapenta at Kemenakertrans RI, 3) Is there any correlation between work-family conflict and work discipline jointly with employee performance of Dirjen Binapenta at Kemenakertrans RI. Data analyze used in this research was primary data by using a simple random sampling to collect data. Analysis data method in this research is using correlation method. Respondent on this research are the employees of Dirjen Binapenta Kemenakertrans RI. The result of this research concludes that the first hypothesis which has been done to identify; H_01 can be rejected and accept H_a1 by considering the value of pearson correlation in level 0,561 and the value significant in level 0,000; for which it is similar to the terms that if the value of significant is still under $p < 0,005$ and the value significant $p = 0,000$; value $b = 0,361$ and the value of $t = 6,356$; on second hypothesis, it identified that H_02 can be rejected and accept H_a2 by considering the value of pearson correlation in level 0,615 and the value significant in level 0,000; for which it is similar to the terms that if the value of significant $p < 0,05$ and the value significant $p = 0,000$; value $b = 0,547$ and the value of $t = 7,313$; on the third hypothesis, it succeed to rejected H_03 and accept H_a3 , by obtaining the value multiple correlation in level 0,660 and Anova significant value in level 0,000; for which it is still under $p < 0,005$; and the value of significant work discipline $p = 0,000$; value beta 0,387. From the result Anova, F calculate value 33,539 larger ones from F table, indicates that work-family conflict and work discipline jointly having relationship with employee performance of Dirjen Binapenta at Kemenakertrans RI. It means positive work-family conflict and work discipline cause more higher employee performance. Thereby, needs existence for the lack work-family conflict and positive work discipline from employee, causing can improve high spirit in working maximizing potency employee in increasing employee performance.

Keywords: *employee performance work-family conflict, work discipline*

INTRODUCTION

All companies must require management relating to efforts to achieve a specific goal for these companies. Success or failure of an organization in achieving the goal depends on the individual by the success of the organization itself in carrying out their duties. Many factors can affect employee performance include: motivation, leadership, work discipline, conflict/conflict management, work environment, work culture, communication, office, training and many more. This study will examine the relationship work-family conflict and work discipline with the employee's performance. For organizations that provide services to the public, of course, the employee's performance can be seen from how the organization in providing services to the public as to the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration. Conflicts can occur because of a process that begins when one party perceives that another party has negatively affected over something like the first. Perception is a process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment (Robbins, 2008). Conflict often occurs within a life together and is part of the social life of society, whether they are individuals, inter-group and intra-group. For those who work, potential conflicts may come from the demands between work and family. Potential work-family conflict comes from the demands of environmental changes caused by new work or social factors, such as women workers who acted as housewives who take care of the family and the employees who have responsibility for tasks and jobs. This study tested the two-dimensional on Work-Family Conflict, the first is the Work interfering with family (work affects the family) which is obliged to work to disrupt the family, such as working hours an employee feels they can reduce the time of gathering with family. Then the second is the Family interfering with work (family affect the work) will arise in the event of the demands of family responsibilities that must be met first than job duties. Like for example an employee is absent on the day of work due to caring for children who are sick, demand a longer time to be home and household relations are less harmonious. Factors - factors that cause family conflicts that interfere with the employee's performance that can ultimately cause the employee to quit his job (Grzywacz and Marks, 2004). Labor discipline is a tool that leaders use to communicate their view that employees are willing to change a behavior and a variety of efforts to improve alignment and one's willingness to comply with all company regulations and social norms in force. The existence of work-family conflict on employee self-perceived is very important to be noticed by an organization.

Departing from the above problems, it can be formulated in the identification of research problems (problem statement) if: (1) Work-family Conflict no relationship with employee morale in the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration; (2) labor discipline there is a connection with the work performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration; (3) Work-family Conflict no relationship with job satisfaction at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration RI; (4) Discipline existing working relationship with the mutation workplace of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and

Transmigration; (5) The productivity of employees working there is a connection with the performance of employees at the Directorate General of Manpower Development and Placement in Ministry of Manpower and Transmigration.

Formulation of research problems are: (1) Is there a relationship between work-family conflict with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration?; (2) Is there a relationship between the discipline of work by employees in the Directorate's performance General Development and Employment at the Ministry of Manpower and Transmigration?; (3) Is there a relationship between work-family conflict and discipline work together with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration RI?

Research objectives are: (1) Determine and analyze the extent of the relationship between work-family conflict with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration; (2) Determine and analyze the extent of the relationship between the discipline of working with employee performance the Directorate General of Development and Employment at the Ministry of Manpower and Transmigration; (3) Know and analyze the extent of the relationship between work-family conflict and work discipline together with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower Work and Transmigration. This research is expected to contribute or usefulness of specific, both theoretically and practically as follows: (1) Theoretically, this research is expected to be useful in the context of the implementation and development of Human Resource Management knowledge, by way of explaining the phenomenon of employee performance, especially at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration. This research is expected to be the first step for a more in-depth study to achieve new insights in the study of employee performance; (2) In practical terms, the results of this study can be used as material information that contributed to thought in the form of recommendations and the actual formulation and pragmatic thinking for policy makers to improve the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration; (3) For the author, obtain additional knowledge and insights regarding the importance of work-family conflict and discipline work together with the performance of employees the Directorate General of Development and Employment at the Ministry of Manpower and Transmigration; (4) For the college, as a donation of thought and analysis resources to readers, either campus or outside campus environment in understanding the importance of the criteria and work-family conflict labor discipline and performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration.

THEORETICAL FRAMEWORK AND HYPOTHESIS DEVELOPMENT

Work-Family Conflict

According to Robbins and Judge (2008) conflict is a process that begins when one party has the perception that another party has negatively affected or something that concerns and interests first. Conflict is a concept of opposition, scarcity, hindrance (blokage), and assuming that there are two or more parties whose interests or goals do not seem appropriate, therefore, the parties are mutually contradictory. Meanwhile, according to Wirawan (2010) conflict is a process expressed disagreement between two or more parties mutually dependent on the object of conflict, using patterns of conflict behavior and interactions that produce output conflict Pasewark and Viator (2006) says that the conflict in the organization also came from the work-family conflict is a form of role conflict that comes from the pressures of family and work where each other is not there is a match between the demands of work and family demands. There are two dimensions of the testing of Work-family conflict, as follows:

1. *Family interfering with work (work affects the family)*

In a literature mentioned Work interfering with the Family, including the type of conflict that comes from a working environment that affects the family or in other words as a suppressor factor that brings pressure for workers, where the characteristics of interfering with Family Work is characterized by the absence of support from supervisors during working hours is increased. Also, results from interfering with the Family Work include family factors associated with the source pressure and behaviors associated with the family, such as at least the level of job satisfaction, factors interfering with the cause of the Family Work is marked by several characteristics related to behaviors such as a bit of work job satisfaction, more absenteeism, work late into the night, and greater intentions to leave the job. The rationale for an indirect relationship between Work interfering with Family is that due to the high demands of the work will lead to increased stress and dissatisfaction that occurs within the family, it is because requests relating to the work related to family responsibilities. So thus, increasing the pressure within the family or dissatisfaction in the family will lead to Work Family interfering with the increase.

2. *Work interfering with family (family affects job performance)*

Are factors that otherwise affect the family's role job performance. Work interfering with family tends to occur due to the pressure that comes from a family, where the characteristics of this type of conflict is characterized as employees have small children at home. Recent research suggests that family characteristics are factors that act as a balance between work and family in which the role of parents is also sufficient to determine and also the consistency of the balance between family and work can be factors are at work.

Greenhaus and Buetell (2004) identified three types of work-family conflict, namely: (1) Time-based conflict, time needed to run one of the demands (family or work) can reduce the time to run the other demands (job or family); (2) Strain-based conflict, occurs when the pressure of one of its roles affect the performance of other roles; (3) Behavior-based conflict dealing with discrepancies between

the desired pattern of behavior with the second part (job or family). Based on the description above it can be concluded that work-family conflict is a conflict that came because of pressure from family and work with each other where there is no match between the demands of work and family demands with the following indicators: (1) The work that interferes with family; (2) Families that interfere with work, (3) The wife / husband that interfere with work; (4) The time between work and family interfere. According to Noe (2005) is a state of discipline to control you as an employee and perform regular activities in the organization. This explains that in the implementation of discipline necessary awareness and understanding of the rules that organized. Meanwhile, according to Dessler (2005) discipline is the way the organization to create a sense of sensitivity employees will work. Where this sensitivity is related to the rules (rules) and rules (regulation). Disciplinary action against employees demanded a sentence that fails to meet established standards. Effective disciplinary action centered on employee behavior is wrong, not the employee as a person. Disciplinary action is made inappropriately is destructive for employees and organizations. Thus should not be applied indiscriminately.

There are 3 (three) types of disciplinary activities, namely: preventive, corrective and progressive. The following explanation of the three types of discipline as follows:

1. Discipline Preventif

Discipline Preventif are activities undertaken to encourage employees to follow the standards and rules, so that abuses can be prevented.

2. Discipline Corrective

Corrective Discipline is an activity in order to tackle violations of the rules and try to avoid further violations. Activities corrective often be a form of punishment and called the disciplinary action (disciplinary action). Various in disciplinary action, are summarized as follows: (a) Made to correct violations of employees; (b) To deter other employees who perform similar activities; (c) To maintain various standards groups remained consistent and effective.

3. Progressive Discipline

Progressive discipline is something progressive discipline policy, which means imposing penalties more severe for violations are repeated. Progressive discipline system can be characterized as follows: (1) A verbal reprimand by a supervisor; (2) Written warning to the records in the personnel file; (3) Suspension from work one to three days; (4) Suspensions one week longer; (5) Reduced rank (demotion); (6) Fired.

The term is derived from performance on performance or Actual Job Performance (actual work performance or achievements attained by a person). In general the performance is meant to work in quality and quantity achieved an employee in carrying out their duties in accordance with the responsibilities given to him. Rival et al. (2005) defines performance as a result or a person's overall success rate for a certain period in the task compared with the various possibilities, such as work standards, goals, or objectives or criteria that have been determined in advance and have been agreed. Furthermore, Byars and Rue (2006) says that "on performance refers to the degree of accomplishment of the task that make up an employee's job". This illustrates how an employee can meet the requirements of a job well done. Performance is the net result of the efforts of employees as a modification of the

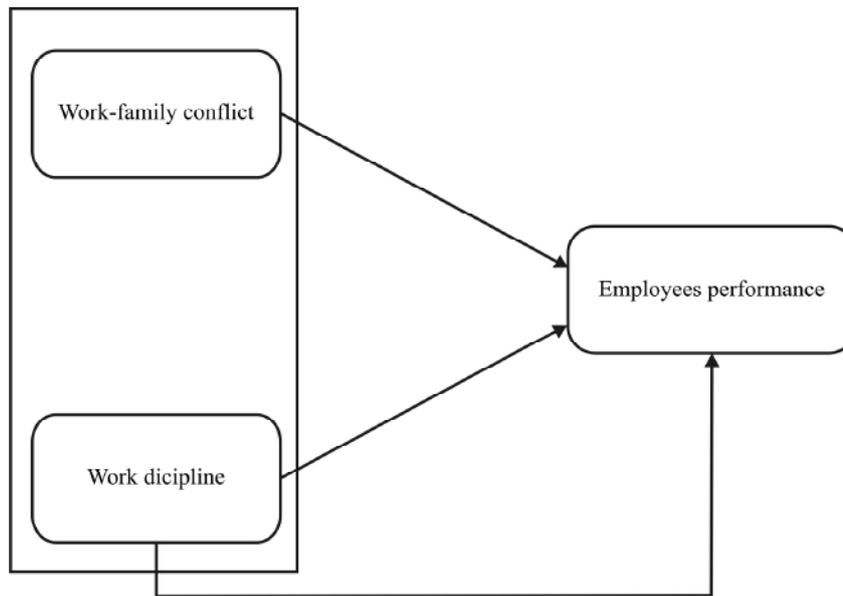
ability and perception tasks. Work situation such as this reveal a reciprocal relationship between effort, ability and perceptual tasks. Mathis and Jackson (2006) defines that the performance is basically what it does and what is not done by the employee. Employee performance is affecting how much they give contribute in which, among other organizations including, the quality of output, output quantity, and duration of out put. Performance management system to measure aspects of performance through the performance appraisal, which is the only method for managing employee performance. Noe et al. (2006) says that the performance assessment (on performance appraisal) is the process by which an organization gain insight into how well employees perform their work. According to Robins (2007) in organizational behavior main objective reasons for a person conducting a performance appraisal manager, which helps management make decisions of human resources in general. Evaluation provides a variety of important decisions such as promotion, transfer and termination of employment. While Dessler (2005) defines performance assessment as a process of evaluating employee performance in the present and then to be compared with the performance standards of the person. Subsequent studies, Byars and Rue (2006) suggested that on performance appraisal is the process of Evaluating and communicating to an employee how he or She is performing the job and Establishing a plan of improvement. Performance assessment of a process to evaluate and inform employees about their performance and build a plan to improve its performance. In this case, the assessment of job performance rather than simply inform employees about their performance but also affect their business in the future and also in completing their task. Furthermore, Stone (2005) revealed that more attention to how the performance appraisal for the employee to perform his job well, delivering information to employees, to agree on new goals and develop a plan for performance improvement.

According to Dessler (2005) there are 4 (four) reasons in assessing organizational performance, namely:

1. Assessments provide information for use in making promotion and salary decisions.
2. Provide an opportunity for managers and employees to review the employee's behavior associated with the job. In turn this will allow employees to develop a plan to correct deficiencies that may be found by that assessment, and to strengthen the things that has been done properly.
3. Assessment is part of the process of career planning at the company, because the assessment provides an opportunity to review the career plans of employees moved at strengths and weaknesses.
4. Finally, the assessment helps in regulating and improving corporate performance.

Sastrohadiwiryo (2005) revealed that the performance is the results achieved by the workforce in carrying out duties and jobs given to him. Civil servants performance appraisal is an assessment carried out periodically on the implementation of a civil servant jobs.

Figure 1: Framework for Thought



Based on the theoretical description and frame of mind, then it can be put forward several hypothesis:

- H1: There is a positive relationship between work-family conflict with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration.*
- H2: There is a positive relationship between the discipline of working with the employee's performance at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration.*
- H3: There is a positive relationship between work-family conflict and discipline work together with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration.*

METHODS

This study intends to disclose and obtain a set of understanding of the relationship between: (1) Work-Family Conflict with the performance of employees at the Directorate General of Employment and the Ministry of Manpower and Transmigration; (2) Discipline with the performance of employees working at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration; (3) Work-Family Conflict and disciplines working together with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration. As for the dependent variable (dependent variable) is the Employee Performance (Y), while the variable is not bound (independent variable) is the Work-Family Conflict (X1) and Discipline Work (X2).

Employee performance is the result or the person's overall success rate for a certain period in their duty. As for the indicators as follows: (1) Achievement in the works; (2) Honesty in work; (3) Obedience in the works; (4) Responsibility for work.

Work-family Conflict is a form of role conflict that comes from the pressures of family and work where each other is not there is a match between the demands of work and family demands, with the following indicators: (1) The work that interferes with family; (2) Families that interfere with work; (3) Wife / husband that disrupt work; (4) The time between work and family interfere.

Work is a state of discipline to control you as an employee and perform regular activities in the organization with the following indicators: (1) Control of self-employees; (2) Implementation of work processes; (3) Awareness of employees in employment; (4) Timeliness in the works.

This research refers to research Pasewark (2006) that the implementation uses the descriptive research design. Descriptive research is a method of examining a group of people, an object, a condition, a system of thought or class events in the present (Nasir, 2005). This study uses a survey method with the correlation technique approach, partly descriptive methods for a number of information collected based on a phenomenon that occurs when research is conducted. Survey method is a method of studying the samples in order to estimate the characteristics of the population, sampling procedures followed along from one population and use the questionnaire as a data collection tool (Singarimbun and Effendi, 2006). Survey method was used to test hypotheses about the relationship between work-family conflict and work discipline with the employee's performance and the Directorate General of Employment Ministry of Transmigration. Survey data have been obtained will then be treated before it is used in the calculation of SPSS (Statistical Package for Social Science) ver 13.0

Sugiyono (2006) suggests that the population refers to the generalization that consists of: the object/subject with specific characteristics defined by the researchers to learn and then drawn conclusions. The population consisted of the target population (target) and affordable population. In this research, the target population is the official Ministry of Manpower and Transmigration, amounting to 3125 people, while the population is affordable employee Labor Market Development Directorate (KDP), Employment of Home Affairs (PTKDN) and Overseas Employment (PTKLN) on Directorate General Development and Employment at the Ministry of Manpower and Transmigration people numbering 150 people. Specified research sample in this study a total of 90 people or about 60% of the total population reach. According Sugiyono (2006), samples taken more than 50% were able to describe karkateristik represented populations. The sampling methods used in this study were randomly simple or simple random sampling, where a procedure that allows each element in the population will have equal opportunity to be sampled.

Table 1: Summary of Number of Employees at BINAPENTA Manpower 2010

Section Directorate BINAPENTA	Number of Employees	Number of Samples
PPK (Labour Market Development)	47	23
PTKDN (Manpower Placement of Home Affairs)	43	30
PTKLN (Employment of Foreign Affairs)	60	37
Total	150	90

Source: Bureau of Personnel Kementrans RI.

This study uses primary data and secondary data. For secondary data, researchers used literature study supporting data derived from studies that include literature, journals or reports of expert researchers associated with this research as well as internal data of the Directorate General of Employment and the Ministry of Manpower and Transmigration. While the primary data collected through questionnaires, namely by providing a written statement to the respondent. Furthermore, the respondents to respond to the statement focused on the indicators of performance variables of employees, work discipline and work-family conflict by using a Likert Scale. The data have been collected, and then tested the validity and reliability. Testing the validity of an examination of the items in the questionnaire statements that represent indicators used to observe a variable. This is a test of the validity test of the size factor loading as the big picture the role of each statement in the construct representation of the observed variables. In Table 2 below shows the results of testing the validity of research data. Seen that all variables showed the value of Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO MSA) above 0.5, which means that all variables used in the variable is declared valid.

Table 2: Results of Test Validity

Variable	Items	KMO-MSA	Decision
Employee Performance (Y)			
Achievement in work	5	0,707	Valid
Honesty in working	5	0,658	Valid
Obedience in working	5	0,730	Valid
Responsibility in working	5	0,599	Valid
Work-Family Conflict (X1)			
The work that interferes with family	5	0,576	Valid
Family interferes with work	5	0,581	Valid
Wife / husband that interfere with job	5	0,675	Valid
The time between work and family interfere	5	0,713	Valid
Discipline Work (X2)			
Employee self-control	5	0,562	Valid
The implementation process of the work	5	0,624	Valid
Awareness of employees in work	5	0,537	Valid
Timeliness of invalid work	5	0,679	Valid

Source: The primary data processing

While the reliability of test used to determine the extent of consistency and stability of the instrument (questionnaire) was used. Reliability testing is used by the testing of the significance level of *Cronbach's Alpha* value of each instrument in a single variable, by comparing the t-test critical value (critical value for t-test). SPSS application program provides the facility to measure the reliability with Cronbach's Alpha statistical test, where the variable is said reliable (reliable) if it has a value of Cronbach's alpha > 0.6.

Table 3: Results of Reliability Test

Variable	Items	Cronbach's Alpha	Decision
Employee Performance (Y)			
Achievement in work	5	0,752	Reliable
Honesty in working	5	0,813	Reliable
Obedience in working	5	0,732	Reliable
Responsibility in working	5	0,747	Reliable
Work-Family Conflict (X1)			
The work that interferes with family	5	0,691	Reliable
Family interferes with work	5	0,760	Reliable
Wife / husband that interfere with job	5	0,780	Reliable
The time between work and family interfere	5	0,839	Reliable
Discipline Work (X2)			
Employee self-control	5	0,810	Reliable
The implementation process of the work	5	0,767	Reliable
Awareness of employees in work	5	0,675	Reliable
Timeliness of invalid work	5	0,641	Reliable

Source: *The primary data processing*

Data Analysis Methods

Processing and calculation of data in this study carried out by Pearson Correlation using SPSS application program, which is a technique of analysis to see the relation of one or more bound variables.

RESULTS AND DISCUSSION

Here are the results of processing data in a descriptive statistic

Table 4: Descriptive Statistics of Respondents

Variable	N	Min	Max	Mean	Std. Deviation
Employee Performance (Y)	90	3,40	4,75	4,0867	0,39157
Work-family Conflict (X ₁)	90	2,60	4,80	3,9567	0,48685
discipline Work (X ₂)	90	2,95	4,45	3,9283	0,35901

Source: *The primary data processing*

Based on Table 4 above shows that the variable Employee Performance values obtained (mean = 4.0867, min = 3.40, max = 4.75), with a mean value of 4.0867 means that the respondents feel about the statement agrees Employee Performance (Y) in the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration, the standard deviation value of 0.39157. Work-family Conflict variable (X₁) at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration shows the value (min

= 2.60, max = 4.80, mean = 3.9567), with standard deviation values 0.48685. With the mean value of 3.9567, proving that the employee and the Directorate General of Employment at the Ministry of Manpower and Transmigration agree with their ability to control the work-family conflict to adjust to the place, their working conditions and situations. Variable Work Discipline (X2) shows values (mean = 3.9283, min = 2.95, max = 4.45) and standard deviation value of 0.35901. With a mean 3.9283, indicating that the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration has a good working discipline that is expected to carry out work in accordance with the process set out in employment legislation.

Hypothesis testing done by looking at the significant value of each relationship. Level of significance (α) was set at 5%, which means that the tolerance limit of a tolerable error is 5%. In other words, the level of confidence of testing this hypothesis is at 95%. If the p-value < 0.05 , it can be said that the independent variables have a significant relationship to the dependent variable.

Table 5: Testing Results Correlation between Work-Family Conflict with Employee Performance

		Correlations	
		WORK FAMILY CONFLICT	EMPLOYEES PERFORMANCE
WORK FAMILY CONFLICT	Pearson Correlation	1	,561**
	Sig. (1-tailed)		,000
	N	90	90
EMPLOYEES PERFORMANCE	Pearson Correlation	,561**	1
	Sig. (1-tailed)	,000	
	N	90	90

** . Correlation is significant at the 0.01 level (1-tailed)

From the results of correlation testing was done on 90 respondents with the results that can be seen in the table above. In the first hypothesis is able to prove H_0 was rejected and accepted H_1 , with Pearson correlation values obtained for 0561 and 0000 where the significance value in accordance with the provision that the significance value is below 0.05, it means that the existence of a strong and significant relationship between work-family conflict with employee performance.

Table 6: Testing Results Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,561 ^a	,315	,307	,26606

a. Predictor: (Constant), WORK-FAMILY CONFLICT

From the table above, can be seen that the coefficient (r) is equal to 0561 values shows that the correlation or relationship between work-family conflict with the employee's performance has revealed a strong relationship due to a correlation value greater than 0.50. This means that the low

work-family conflict will be able to reduce conflicts such as conflicts at work, conflict in the family, conflict with the wife / husband and conflicts that can interfere with work time and family, so as to improve employee performance.

While indigo R Square (coefficient of determination) produced figures for 0315 which means that the variation of the variable employee performance can be explained by work-family conflict variable is equal to 0315 or by 31.5% while the remaining 68.5% is explained by other factors that are not included in this study.

Table 7: t Test Results Between Work-Family Conflict with Employee Performance

		Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients			
		B	Std. Error	Beta	t	Sig.	
1	(Constant)	2,669	,225	,561	11,878	,000	
	WORK-FAMILY CONFLICT	,361	,057		6,356	,000	

a. Dependent Variable : Employee Performance

Table 7 above shows the results of testing the hypothesis Ho1 ha1 rejected and accepted, seen the value p-value smaller than 0.05 indicates that work-family conflict has a relationship with an employee's performance.

Taking into account the value of Pearson correlation it can be said the relationship between two variables is very strong and dominant. This can be seen from the results of this study indicate that before the work-family conflict, employee performance only amounted to 2.669. It can be concluded that the lower work-family conflict, the higher the employee's performance, in which the work-family conflict when appropriate can provide full support for the creation of employee performance desired by the company. Therefore, work-family conflict should be avoided in such a way that employees feel comfortable in performing his job duties. Thus the low work-family conflict can improve employee performance.

Table 8: Results of Testing Discipline Working with Employee Performance

		Correlations	
		DICIPLINE WORKING	EMPLOYEES PERFORMANCE
DICIPLINE WORKING	Pearson Correlation	1	,615**
	Sig. (1-tailed)		,000
	N	90	90
EMPLOYEES PERFORMANCE	Pearson Correlation	,615**	1
	Sig. (1-tailed)	,000	
	N	90	90

** . Correlation is significant at the 0.01 level (1-tailed)

From the results of correlation testing was done on 90 respondents with the results that can be seen in the table above. In the second hypothesis is able to prove Ho2 was rejected and accepted Ha2, with

Pearson correlation values obtained for 0615 and 0000 the significance value, which means the existence of a strong and significant relationship between work discipline with the employee's performance.

Table 9: Results of Testing Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,615 ^a	,378	,371	,25346

a. Predictor: (Constant), EMPLOYEES DICIPLINE

Table 9 above shows that the coefficient (r) is equal to 0615, where the value indicates the correlation between work disciplines with the employee's performance has a strong relationship, because it has a correlation value ≥ 0.50 . This means that with the discipline of work it will be able to provide employee self-control, while indigo R Square (coefficient of determination) produced figures for 0378 which means that the variation of the variable employee performance can be explained by the variable of work discipline amounted to 0378 or by 37.8% while the remaining 62.2% is explained by other factors that are not included in this study.

Table 10: Results of t test between the Discipline Working with Employee Performance

Coefficients^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,921	,297		6,462	,000
	DICLIPLINCE WORKING	,547	,075	,615	7,313	,000

a. Dependent Variable : Employee Performance

Table 10 above shows the results of testing the hypothesis Ho2 was rejected and accepted Ha2, seen the value p-value smaller than 0.05 indicates that the discipline of work has a relationship with an employee's performance. It can be concluded that the higher labor discipline, the higher performance of employees. Discipline positive work in this case is to control the employee in order to obey the rules that have been established to achieve corporate objectives. It can be concluded that the discipline of positive work can improve employee performance.

Table 11: Results of Testing Correlation Between Work-Family Conflict and Discipline Work with Employee Performance

		EMPLOYEE PERFORMANCE	WORKING FAMILY CONFLICT	DICIPLINE WORK
EMPLOYEE PERFORMANCE	Pearson Correlation	1	,561**	,615**
	Sig. (2-tailed)		,000	,000
	N	90	90	90
WORKING FAMILY CONFLICT	Pearson Correlation	,561**	1	,601**
	Sig. (2-tailed)	,000		,000
	N	90	90	90
DICIPLINE WORK	Pearson Correlation	,615**	,000	1
	Sig. (2-tailed)	,000	90	
	N	90		90

** . Correlation is significant at the 0.01 level (2-tailed)

From Table 11 above shows that the value of Pearson corellation work-family conflict of 0561 and the value of Pearson corellation labor discipline with a significance value of 0.615 for 0000. In accordance with the provision that if the significance value is below 0.05, it means that the existence of a strong and significant relationship between work-family conflict and discipline work together with the performance of employees.

Table 12: Results of Testing Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,660 ^a	,435	,422	,24288

a. Predictor: (Constant), DICIPLINE WORKING, WORK-FAMILY CONFLICT

Table 12 above shows the value of coefficient (r) of 0660, where the value indicates that the correlation between work-family conflict and work discipline jointly affect employee performance.

While the value of Adjusted R Square (coefficient of determination) produced figures for 0435 which means that the variation of the variable employee performance can be explained by the variable work-family conflict and discipline work together amounted to 0.435 or by 43.5% while the remaining 56.5% explained by other factors that are not included in this study.

Table 13: Results of Anova Test between Work-Family Conflict and Work Discipline with Employees Performance

Model		Sum of Square	df	Mean Square	F	Sig.
1	Regression	3,957	2	1,978	33,539	,000 ^a
	Residual	5,132	87	,059		
	Total	9,089	89			

a. Predictor: (Constant), DICIPLINE WORKING, WORK-FAMILY CONFLICT

b. Dependent Variable: Employees Performance

In the above table shows the results of testing the hypothesis Ho3 is rejected and accepted Ha3, seen the value p-value smaller than 0.05 or F count of 33.539 which is greater than the F table

shows that work-family conflict and discipline work together to have a relationship with employee performance. Taking into account the value of Pearson correlation it can be said relations between the two variables is very strong and dominant. The more the low work-family conflict that happens it will be able to improve employee performance in organizations. With low work-family conflict can realize the goals and targets both individuals and organizations. Discipline is the positive work of job satisfaction to perform the job well, thus it does work processes can be successfully and smoothly. A positive attitude towards work will foster employee morale and high employee discipline in the works, so that employees can work with a maximum capacity to achieve the expected performance of the company. It can be concluded that work-family conflict and work disciplines together can improve employee performance.

CONCLUSION

Based on these results, it can be concluded: (1) There is a strong and significant relationship between work-family conflict with the performance of employees at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration; (2) There is a strong and significant relationship between disciplines working with the employee's performance at the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration; (3) There is a strong and significant relationship between work-family conflict and discipline work together on the performance of employees in the Directorate General of and Employment at the Ministry of Manpower and Transmigration.

Managerial Implications

1. Efforts to implement the Work-Family Conflict in conjunction with Employee Performance.
In general, the level of work-family conflict that has employees in the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration pretty good. However, the coach (mentor) must be able to give greater attention and focus on improving the performance of their employees are not only seen from the factor of labor discipline, but also of work-family conflict factors they have. Because, overall employment is done by employees in the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration associated with public services that require maturity to think and act.
2. Efforts to Improve Discipline Working in conjunction with Employee Performance. In the Directorate General of Manpower Development and Placement at the Ministry of Manpower and Transmigration with the psychological boost that comes from within the form of persistence should be controlled in a positive way through the concrete manifestation to the achievement of personal and organizational results. Escort can be manifested themselves in everyday behaviors such as maintaining courteous behavior to be ready to work with anyone and always friendly. These conditions can be shown to do something best in work and have a great desire to succeed. This can help them in identifying and implementing a good working discipline to improve employee performance.

Suggestions for Further Research

In the next stage are advised to research with other variables such as work-family conflict to do with the morale, discipline working relationship with job satisfaction, corporate culture, social culture, and emotional engagement.

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