

# UNIVERSITAS INTERNASIONAL BATAM

---

*Bachelor Thesis  
Management Study Program  
Even 2018/2018*

## **COMPARATIVE RESEARCH ON THE EFFECT OF CHILDCARE DEMANDS ON EMPLOYEE PERFORMANCE WITH TEAM SUPPORT AS MODERATING VARIABLE OF WORKING MOTHERS IN SOUTH KOREA AND INDONESIA**

DEA NADIRA  
NPM : 1441243

### ***Abstract***

*The role of women in the field of industry is often seen as not, or less significant than the role of men because of the stigma that reads that women are much more emotional than men, which causes them to be considered less Competent in making crucial decisions which are often needed in the industrial field. In the present, women have demonstrated and broken the stereotypes that wrapped around the number of women who occupy higher positions and are generally ruled by men. However, despite the evidence, women especially working mothers tend to have disadvantage because their attention is divided into two namely household needs of children and needs of work. Based on this statement, the study aims to analyse whether childcare affects demands the performance of mothers working and whether support team can help reduce it.*

*This research aims to know the influence of childcare demands on employee performance and whether the influence of team support on the relationship between childcare demands and employee performance. The samples in this study were mothers working in the field of education at several universities in Busan, South Korea, as well as in UIB, Batam. The number of samples used in this study was 250 respondents in Dong-A University and 48 respondents in UIB, and the data was then processed using Smart PLS ver 3.0. The results of this research show that for Dong-A University and UIB, the variable support team has positive effect on the relationship between childcare demands and employee performance, employee performance variables have significant effect on the support team.*

**Keywords:** *childcare demands, employee performance, team support.*