

# UNIVERSITAS INTERNASIONAL BATAM

---

*Faculty of Economy  
Management Study Program  
Even Semester 2019/2020*

## **ANALYSIS OF THE INFLUENCE OF VARIOUS SUPPORT ON WORK FAMILY CONFLICT IN RETAIL COMPANIES IN BATAM**

**Andres Frederius  
NPM: 1641244**

### **ABSTRACT**

*This study aims to determine the effect of the variables Workplace instrumental support, Workplace emotional support, Family support, State Support on Work family Conflict in a retail company dibatam. In the Work family Conflict has a two-way role, namely Work interference with Family (WIF) and Family interference with Work (FIW).*

*Research by distributing 150 questionnaires to several retail employee companies dibatam. How to collect data by distributing questionnaires to 150 minimarket employees in the Batam area. after the target is sufficient, then proceed with data processing carried out by PLS.*

*In this study, it is found that the variables Workplace emotional support, Family support, State Support have a significant effect on the Work interference with Family variable. Meanwhile, Workplace instrumental support does not have a significant effect on Work interference with Family. And Workplace instrumental support, Workplace emotional support, Family support has a significant influence on the Family interference with Work variables. Meanwhile, State Support does not have a significant effect on Family interference with Work.*

*Key words: Work family Conflict, Work interference with Family, Family interference with Work, Workplace instrumental support, Workplace emotional support, Family support, State Support*