

Job Characteristics, Work-Family Conflict, and Psychological Well-being in Construction Industry Employees

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ABSTRACT

Indonesia's construction industry has experienced remarkable growth over the past decade, as evidenced by statistical data from 2010 to 2019. The number of companies focused on construction has surged in tandem with Indonesia's economic growth. However, this rapid growth has led to a significant discrepancy between the increasing number of staff and available companies. Such an imbalance places immense pressure on construction staff, straining their workloads and overall job satisfaction. To address this issue, a comprehensive research study was conducted employing a combination of field research and literature reviews. The research involved direct visits to the study site to gather primary data from respondents. Primary data collection methods included observations and the use of questionnaires, which probed various variables relevant to the study. Furthermore, extensive literature reviews were conducted, drawing insights from journals, articles, textbooks, and relevant government regulations. The primary objective of this research was to investigate the relationship between workload, work distress, sleep problems, and job satisfaction among employees within the construction industry. The study aimed to identify potential avenues for enhancing employee job performance by mitigating familial and sleep-related challenges. The research focused on employees working within multinational and international contractor branches, as the exact population figures were unavailable, necessitating a nonprobability sampling approach. The research employed quantitative analysis, specifically structural equation modeling (SEM), to examine the intricate connections between work-related factors and their

impact on employees' well-being and job satisfaction. The findings of the study revealed both direct and indirect influences of work and family dynamics on job-related issues within the private sector. Notably, companies in the construction industry experienced heightened work pressure, attributed to their higher workload, yet also exhibited greater support from regulatory and business sectors. This research underscores the significance of distinguishing between different sectors when exploring the interplay between work and family dynamics. By shedding light on the unique challenges faced by the construction industry, this study contributes to the existing body of work-family literature, emphasizing the need for tailored approaches when analyzing work-family relationships in distinct sectors.

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1. INTRODUCTION

Construction Industry is one of industry with a high growth rate in Indonesia, where the construction that work especially and focusing in Highrise building construction development in Indonesia. Based on the data From Indonesia National Statistic, it can be seen that the growth in the number of companies does not match with the growth number of staff. In 2010 the number of construction companies has decreased by 13.93%, while the growth in the number of staff is very significant at 19.22%. Another example in 2017, with an increase in the number of companies by 9.09%, was not in line with the growth in the small workforce of only 2.54%. And in 2019 it was 5.16% and a growth of 7.94%.

With the existing growth based on these data with a significant addition to the increase in the number of staffs it must be matched by the number of companies available. With the unstable increase between the number of staff and the number of companies, it will increase the workload and the pressure on work on each of the construction staff. If the project is running with an insufficient number of companies to overcome it will also have an impact on the psychologic state of a workforce and will also have an impact on the life and performance given, including problems with psychologic stress and difficulty sleeping at the same time.

As shown on the data from Central Bureau of Statistics, the construction industry percentage in the third quarter of 2019 to Indonesia's Gross Domestic Product (GDP) was 10.60%. The following is periodic data for the last 10 years on the percentage of the construction industry in GDP growth in Indonesia:

It can be seen in the data From the Indonesia National Statistic Beraou that the construction industry, including providing a large contribution in increasing the amount of GDP in Indonesia. So that in maintaining and increasing this the need for staffs and the need for the company must be appropriate so that the number of existing staffs can work according to the target of a company and reduce the pressure that occurs on staffs, including reducing work pressure, psychologic pressure and insomnia. Thus, the life of the workforce can be controlled and can increase along with the increase in the workforce in proportion to the increase in the number of staffs.

Based on data that collected from the Central Bureau of Statistics, in 2018, there were 160,576 construction companies throughout Indonesia, with a total of 1,121,092 permanent staff and 1,348,422 daily staff. Permanent staff are staff who work for a company and receive regular payment and salaries, whether there are activities or not. Meanwhile, daily staff are staff who are not permanently tied to the company, where they only work in the period while work or project exists.

With a very high industrial growth rate, staff in the construction industry are also subject to job pressures and stress. The construction industry is even an industry with a high-risk level of stress related to work (Love et al. 2010, Lingard & Francis 2004; Pocock et al. 2007). In this area, staff have a responsibility to ensure that projects run safely on time, according to applicable standards, and within the allocated funds.

Difficulty of sleeping or sleep problem are chosen as one of stress? I think that it can simplified the main case that if people or staff not having problem to sleep, or not having difficulty sleep problem, it can be shown that there are not much work pressured or work conflict Actual in the field, author which is more than 20 years involving in construction industry, and around 8 years involving in the top management of the company, I often heard that our job is to make our customer sleep well. But we almost forget that we also have to maintain our staff or our human resources to reduce their stress, which is, sleep well is the easiest way to reduce stress. I often see when i visit project staff's dormitory late at night, our staff having so many sleep problems. Just like a night sleep walker and they saying about their work while sleeping. I assume that the problem is potential make other work performance problem in the future because this phenomenon is happening almost in all construction industry company.

Work performance is the most studied variable. Some experts believe that role pressure has a negative effect on work. Work stress is indirectly related to job performance. As work stress increases, job performance decreases. To maintain the quality of the relationship with customers, it is very important for organizations to establish regulations and an environment to reduce work stress. Thus, eating it will be able to increase the productivity of the organization as a whole. As an organization it is important to pay attention to situations that are able to control stressful conditions in the workplace (Hussain, et al. 2019).

For example, Fisher & Gitelson (1983), through a meta-analysis, found a negative correlation between role conflict and job performance. In addition, Örtqvist, & Wincent (2006) states that, when the sender's expectations for the recipient's role conflict, they are confused and cannot choose better themselves. This will ultimately reduce work performance.

Various studies have found that changes in personal life, problems at work or otherwise can cause sleep disturbances and fatigue, especially in women because they are generally more involved in family management. (Abiodun, et al. 2014; Gandi, et al. 2011). On the other hand, a good work environment, good leadership and supportive co-workers will reduce the negative effect on sleep disturbances and increase performance and job satisfaction in an employee's activities (AbuAlRub, 2004).

Work and family disorders are related to psychologic stress, poor self-reporting of health physical problem, higher empathy lose levels, anxiety, depression (Jansen et al. 2003; Frone et al., 1996) and potential to make sleep problem (Williams et al. 2006). Common terms like fatigue, depression, stress, anxiety, and other issues related to mental health refer to psychologic distress (Facey et al. 2015). In the work environment, depression, unhappiness, and anxiety feelings, major influence dimensions, and negative moods indicate psychologic distress (Warr 1990). Also, the ASCC Australia, (2006) classified them on psychological problem associated with work stress.

In the construction context, Rowlinson & Yip (2006), Lingard (2003), and Francis & Lingard (2009) are describe about high rates on failed of job target to the staff in professionals of construction. Lingard & Francis (2009), in their comparative study, found that staffs in construction faced higher emotional exhaustion levels compared to those in the fields of technology, military, and management. However, in Australia, civil engineers who worked for long hours were negatively associated with the participation of family and quality of relationships (Lingard & Sublet 2002). Besides, overtime working hours indicated high fatigue and stress at work, and it also potentially related to Family Problem (Hughes & Parkes 2007, Lingard & Francis, 2009).

The balance between work and family can be achieved from various perspectives, contingents upon reactors, for example, domains of family and job similarities and the boundaries' strength among them (Allen et al. 2014).

Concerning job demand-stress resources in the workplace with their bases in job demand - control (JDC) (Demerouti and Barker, 2007; Karasek 1979) and job demand-control support (JDC-S), the model proposed by

(Schaufeli and Bakker 2004) gives a helpful focal point for looking at the correlation among work/demands of resource, and a variety of social, Company, and personal outcomes.

Additionally, job resources include the psychosocial, physical, social, or corporate aspects of work that facilitate the achievement of job goals. Labor resource instances are job control: level of control over duties and behavior at work. (Karasek 1979); authority in division of work: self-determination of where, when, and how work is done (Tausig and Fenwick 2011); control of schedule: work schedules' flexibility (Golden 2001); and challenging jobs: a variety of skills and opportunities for professional development (Bakker and Geurts 2004). Schedule control and job authority (in each division) are seen as powerful assets for exploring boundaries of work and family. Professionals who appreciate more prominent schedule control and job authority (in each division) (hereinafter referred to as "job control") are preferable to set over different staff to oversee how they allocate their effort and time between family and work. Thus, they are better ready to explore among contending roles as professionals, parents, or partners/spouses (Voydanoff 2007).

Construction Contracts are reciprocal in nature - each party has the right to obtain benefits and is required to offer services at the same time, assuming that the provisions of one party to the contract are equal to the others (Merkwa, 2013).

This study tries to close the gap (address gaps in knowledge) of the studies that have been carried out related to the influence of Job authority (in each division), Job Pressure, and Work-Related Contacts on Psychologic Pressure and Sleep Problems in staffs working in the construction service sector. This study tries to further expand the scope of research (expand knowledge) by adding a work conflict family as a mediating variable.

2. METHOD

Research sites

The location of this study is located at Multinational and International Contractor which is a one of big five construction company in Indonesia with a heavy workload.

Research Objects and Subjects

The objects in this study are the variables of work authority in division, work pressure, work-related contacts, family work conflicts, psychologic pressure, and sleep problems at Multinational and International Contractor. In this study the research subjects were staffs who worked at Multinational and International Contractor.

Data source

In this writing using primary sources, in the form of data from the results of filling out a questionnaire for respondents that includes items from research variables at Multinational and International Contractor.

Research Variables and Variable Operationalization

Operational Variables The research in this study is the Endogenous variable, the Exogenous variable and the mediating variable. The operational definition of research variables is an explanation of each variable used in the study of the indicators that make it up. The following are the variables that use in this research, are:

- 1 Exogenous variables or independent variables are stimulus variables or variables that affect other variables. In this study, the exogenous variables used are work authority in division (JA) and Job Pressure (JPr).
- 2 Endogenous or dependent variables are variables that are observed and measured to determine the effect caused by exogenous variables. In this study, the endogenous variables used were Work Family Problem (WFC), Psychologic Pressure (PP), Sleep Problems (SP) and Job Performance (JP).
- 3 According to Sugiyono (2016), Mediation Variables are: "Variables that theoretically affect the relationship between independent and dependent variables will indirect and difficult to observed and measured. In this study, the mediating variable is Work-related Contact (WC).

Method of collecting data

This data collection method is the first step of research on the problem under study. The data collection technique is carried out in the following ways:

Field Research

Research directly to the research site with the intention of obtaining primary data from research respondents. Primary data is obtained in the following ways, First, Observation, namely the technique of collecting

data by directly coming and observing the research object under study. Second, Questionnaires, which are manuscript sheets containing questions or statements that can provide information about each of the variables studied.

Literature

Studying and conducting literature reviews in the form of journals, articles, textbooks, government regulations and legislation which are used as study material and reference sources in this research.

Sampling Method

In this study using a population of all staff at Multinational and International Contractor. Branch Due to the number of populations that are not known the number is accurate and do not have access to reach the entire population so in this study using non probability sampling.

Determination of the Number of Samples

Based on the explanation of this theory, the number of samples collected and used for research analysis is as many as 150 samples, which has exceeded the basics of [Sekaran and Bougie \(2013\)](#), more than 60 respondents and [Hair et al. \(2014\)](#) where the number of samples of more than 40 respondents is in accordance with the provisions using PLS-SEM. Determination of the number of samples in this study was based on [Hair et al. \(2001\)](#) where the minimum number of samples that must be met is the minimum collected between 100 to 200 samples, and when using a comparison of 5 (five) observation scales (Linkert) for each estimate of the statement statement item, it is known that the recommended sample size is $= 5 \times (57)$ research questionnaire item parameters, namely as many as (285) research samples.

Measurement Scale

According to [Sekaran and Bougie \(2013\)](#), there are 4 (four) stages of the measurement scale used, namely ratio, interval, ordinal and nominal. The 5-point Likert scale is used in this study as the measurement scale because the Likert scale represents a psychometric scale that is often used in questionnaires and is the scale most often used in survey research. The Likert scale has the answer for each instrument indicator which has an arrangement from the lowest value to the highest value. Then the answer that respondents can choose in this study is a positive statement score starting from 1 to strongly disagree (STS), 2 to disagree (TS), 3 neutral (N), 4 to agree (S), and 5 to strongly agree. (SS).

Data Analysis Method

Data analysis is the definition of small things to find the most important part, compare one component with other things, and compare one or more parts to everything. A data analysis system is used to answer a problematic analysis or test an idea developed. In this article, the data is managed using SmartPLS 3.0 software.

Structural Equation Modelling (SEM) is the weakest point of the regression model. According to experts, the structural equation modelling (SEM) approach can be divided into two categories, covariance-based SEM approach (CBSEM) and covariance-based SEM approach or covariance-based approach, partial minimum square (PLS). The shortest path in the field is a rigorous analysis process that does not rely on many assumptions. The PLS (Partial Least Square) method has no distribution (it does not store some data and can be name, class, grade, intermediate or maximum). The PLS (Partial Least Squares) system uses smooth or double delays when the PLS (Partial Least Squares) is smooth. Also, (small parts) PLS does not require the minimum sample size to be used in the study. PLS can be analysed using a small sample (small square). The PLS model does not require well-distributed data because small fractional systems are classified as non-parametric ([Hair et al. 2021](#)).

The purpose of using PLS (Partial Least Squares) is for prediction. In this prediction, predictions are relationships between structures that help researchers determine the value of the variables they predict. Hidden variables are a set of linear indicators. The weight estimation for constructing component values for hidden variables is based on how the internal model (the structural model that relates the hidden variables) and the external model (the measurement model, i.e. the relationship between the index and its structure) is determined. It provides the residual variance of the dependent variable (both latent and index variables) ([Hair et al. 2021](#)).

The features obtained from PLS (Partial least Squares) are summarized as follows: The first type is a design used for latent conversion marks. The second focuses on latent variable considering the path between latent variable and its indicating block (load). The third type relates to the mean and conditional conditions (constant regression pattern) of which can indicate change. To achieve three features, Partial Least Square (PLS) uses a three-step iterative system to create the next plan at each step. ([Hair et al. 2021](#)): Generate weight estimates, generates estimates for the inner model and outer model, Generate means and location estimates (constant).

The approach used is a quantitative analysis using structural equations (SEMs). Research has shown that work and family directly and indirectly influence work and family issues in the private sector, reducing work

pressure on companies participating in the construction industry and indirectly affecting them. In addition, work and family culture have a much stronger impact on support for caregivers in the private sector. Second, while experiencing a higher workload, the company that hires workers in the construction industry experiences a higher level of regulatory and business support. This study demonstrates the need to distinguish between the two sectors of work when studying work and family relationships, In the PLS (Partial Least Square) method, the analysis techniques carried out are as follows:

Outer model analysis

To ensure that the materials used are suitable for use as a system (accurate and reliable), an external type test is performed. In the analysis of this model, the link between the hidden variables and the indicators is determined. Outer model analysis can be obtained from a variety of perspectives (Hair et al. 2021):

- 1 Convergent validity is a criterion that is evaluated based on the relationship between the degree / quality of the material and the degree of composition. This can be seen from the load scale indicating the degree of connection between each element (index) and its component. The magnitude of individual meditation during its interaction with the system is estimated to be 0.7, but according to Imam Ghazali of China, the external median of 0.5 to 0.6 is considered absolute.
- 2 Discriminant Validity is a measurement model with a reflection index based on cross-loading measurements with components. If the correlation between the structure and the measurement is greater than the other dimensions of the structure, it means that the beam size is better than the other beams. On the other hand, another way to assess the validity of differentiation is to compare the square root of the mean variance (AVE) value.
- 3 Synthetic reliability is an index to measure the composition which can be seen as the coefficient of the latent variable. For submission, composites, there are two measures of internal consistency and Cronbach's alpha. If the value obtained from this measurement is > 0.70 , then the configuration is very reliable.
- 4 Cronbach's Alpha is a reliability test designed to consolidate hybrid reliability results. If the variable has Cronbach's alpha > 0.725 , then the variable is reliable.
- 5 The test carried out above is a test on the outer model for reflective indicators. For formative indicators, different tests are carried out. The tests for formative indicators are (Hair et al. 2021):
- 6 Significance of weights. The weight value of the formative index should be important in its construction.
- 7 Multicollinearity. A Multicollinearity test was performed to determine the relationship between the indicators. To see if the initial indicators show multiplexing by knowing the value of VIF. A VIF value between 5-10 may indicate that the pointer is multiplexed.

Inner Model Analysis

Analysis of the inner model, also known as (internal relationship, organizational type, company concept), describes the relationship between internal changes based on pedagogy. Internal modeling can be performed using a home-based R-squared, Stone-Geisser Q-squared test of predictive interactions, t-tests, and the need for a parameter number adjustment method. When evaluating the latent type using the PLS, first determine the square R for each latent change based. So, the definition is like that of a refund. R-squared value variables can be used to determine the effect of independent variable changes and dependent variables if it has a large effect. In addition to assessing the value of R-squared, the Partial Least Squares (PLS) model is also being evaluated by assessing the suitability of Q-squared for the type of building. Q-square evaluates the sample size and designs it. A squared value greater than 0 (zero) indicates that the model is predicted and a squared value less than 0 (zero) indicates that the model is not predictive (Hair et al. 2021).

Hypothesis test

When a statement is tested, it can be derived from the t-statistic value and the probability value. To test the hypothesis using statistical criteria, for alpha 5%, the t-statistic used was 1.96. Therefore, the criteria for accepting / rejecting an idea is to accept them and reject H0 if the number $t > 1.96$. To reject the idea by using chance, they accept if the p-value is < 0.05 . (Hair et al. 2021).

3. RESULTS AND DISCUSSION

In this chapter, the profile of the research data and the process of analysing these data will be presented to answer the research questions and hypotheses that have been proposed in chapters I and II. Analysis of the data used in this study is Partial Least Square using SMARTPLS software. In addition, it will also interpret explanatory

data obtained from research analysts. Data analysis data are provided in a way that is possible to see the data profile of the respondent and the relationship between the variables used in the study. This descriptive data describes the state or status of the respondent as an added information to understand the search results.

Respondent Profile

Respondents in this study were staff who worked in multinational and international contractors. The sample in this study amounted to 285 respondents. The following is the data for distributing questionnaires according to the identity of the respondents consisting of age, gender, years of service, last education, and income of the respondents as follows:

Table 1. Ages

		Frequency	Percent	Cumulative Percent
Valid	> 51 years old	36	12,6	12,6
	≤20 years old	30	10,5	23,2
	21-30 years old	80	28,1	51,2
	31-40 years old	103	36,1	87,4
	41-50 years old	36	12,6	100,0
	Total	285	100,0	

Source: Primary data processed, SPSS.25

Based on the data output in table 4.1. shows that the number of 285 respondents in the age range is dominated by respondents in the age range of 31 -40 years as many as 103 people by 36.1%, followed by the age range of 21-30 years as many as 80 people or by 28.1%. Furthermore, the range of 41-50 years and above 51 years were 36 people or 12.6%, and the age range of less than 20 years were 30 people or 10.5%. From this data, it can be seen that respondents are predominantly aged 31-40 years and 21-30 years old, this shows that contractor workers are still of productive age who are able to work with good stamina and strength, so they are expected to be able to make the best contribution to development in Indonesia.

Table 2. Gender

		Frequency	Percent	Cummulative Percent
Valid	Male	250	87,7	87,7
	Female	35	12,3	100
	Total	285	100	

Source: Primary data processed, SPSS.25

Based on the data output in table 4.2. shows that the number of 285 respondents in the gender is dominated by male respondents as many as 250 people or 87.7%, while for female respondents as many as 35 people or by 12.3%. Respondent's data is dominated by male gender, it is hoped that this will be able to make a greater contribution because in terms of strength and stamina, men are stronger in contracting work, so that it is a good thing for the company because it is dominated by men.

Table 3. Working Age

		Frequency	Percent	Cumulative Percent
Valid	1 s/d 3 years old	49	17,2	17,2
	3 s/d 6 years old	94	33,0	50,2
	6 s/d 10 years old	66	23,2	73,3
	Diatas 10 years old	36	12,6	86,0
	Kurang dari 1 years old	40	14,0	100,0
	Total	285	100,0	

Source: Primary data processed, SPSS.25

Based on the data output in table 4.3. shows that in the number of 285 respondents the working period was dominated by 3-6 years of service, namely 94 people or 33%, then 6-10 years of service as many as 66 people or 23.2%, then 1-3 years of service as many as 49 people or 17.2%, then the work period of less than 1 year is 40

people or 14% and the service period is over 10 years as many as 36 people or 12.6%. The working period of 3-6 years and 6-10 years dominates among contractor workers, meaning that at that time they already have experience and maturation related to the work being carried out, so it is good for companies to develop companies in the context of in-depth understanding of development in Indonesia with the best quality.

Table 4. Education

		Frequency	Percent	Cumulative Percent
Valid	Diploma	45	15,8	15,8
	Magister	9	3,2	18,8
	Sarjana	19	6,7	25,6
	SMA/SMK	212	74,4	100
	Total	285	100,00	

Source: Primary data processed, SPSS.25

Based on the data output in table 4.4. shows that the number of 285 respondents based on education is dominated by high school / vocational education, namely 212 people or 74.4%, then Diploma education is 45 people or 15.8%, then Bachelor is 19 people or 6.7% and megister education as many as 9 people or 3.2%. Educationally there are still many and dominated by high school / vocational graduates, this shows that many children cannot afford college and choose to become contractor workers in Indonesia, this can be a strength for the company if the company is able to see its employees who have just graduated from high school / SMK by improving their education so that they become better individuals.

Based on the data output shows that the number of 285 respondents based on income is dominated by income of IDR 2,500,000 to 5,000,000, namely 184 people or 64.6%, then income of IDR 0 to 2,500,000 as many as 41 people or 14.4 %, then income of IDR 5,000,000 to 7,500,000 as many as 30 people or 10.5%, then ab ove IDR 10,000,000 as many as 20 people or 7% and income of IDR 7,500,000 to 10,000,000 10 people or 3.5%. The data shows that the average income is dominated by employees earning between Rp. 2,500,000 to 5,000,000, this shows that contractor wages are still relatively stable according to the regional minimum wage, which should start with evaluating employee wages so that they are better with the level of risk. which may be much higher.

Descriptive Statistics Average Research Variables

Table 5. Descriptive Statistic Average Research Variables

	N	Minimum	Maximum	Means	Std Deviation
Job Authority	285	1,38	5,00	4,0577	,88478
Job Pressure	285	1,22	5,00	4,1102	,91195
Work Related Contact	285	1,17	5,00	3,9932	,99155
Work Family Problem	285	1,22	5,00	4,0129	,94090
Psychological Stress	285	1,00	4,88	2,2851	,96447
Sleep Problem	285	1,00	4,75	2,3403	,91615
Job Performace	285	1,00	5,00	3,9004	1,08697
Valid N (Listwise)	285				

Based on the data output in table 4.6. it is known that the average value of the Job Authority variable from respondents who are staff working in Multinational and International Contractors has an average value (mean) of 4.0577 with a minimum value of 1.38, a maximum value of 5.0 and a standard deviation of 0.885. Job pressure variable respondents who are staff working in Multinational and International Contractors have an average value (mean) of 4.110 with a minimum value of 1.22, a maximum value of 5.0 and a standard deviation of 0.912.

The Work-Related Contact variable of respondents who are staff working in Multinational and International Contractors has an average value (mean) of 3.993 with a minimum value of 1.17, a maximum value of 5.0 and a standard deviation of 0.992. The Work Family Problem variable of respondents who are staff working in Multinational and International Contractors has an average value (mean) of 4.013 with a minimum value of 1.22, a maximum value of 5.0 and a standard deviation of 0.941.

Psychological Stress variable of respondents who are staff working in Multinational and International Contractors has an average value (mean) of 2.285 with a minimum value of 1.00, a maximum value of 4.88 and a standard deviation of 0.964. Sleep Problems variable respondents who are staff working in Multinational and International Contractors have an average value (mean) of 2,340 with a minimum value of 1.00, a maximum value of 4.75 and a standard deviation of 0.936. Job Performance variable respondents who are staff working in Multinational and International Contractors have an average value (mean) of 3,900 with a minimum value of 1.00, a maximum value of 5.00 and a standard deviation of 1.086.

Data Analysis and Hypothesis Testing

In this study, the influence of work-family conflict in mediating work authority relations in divisions, work pressure, and work-related contacts on psychological stress and sleep problems and their impact on job performance. Based on the operational definition of each of the research variables, the specifications of the PLS model that should be estimated. The PLS analysis phase includes the external model test phase, the model fit model test phase, and the internal model test phase. Below is a description of each stage of the PLS analysis.

Testing Outer Model

The measurement model testing phase includes convergent validity, differential validity and complex reliability. The results of the PLS analysis can be used to test the hypothesis if all the indicators of the PLS model meet the requirements of convergent validity, discriminant validity, and mixed reliability. Convergence validation is done by testing the load factor value for each manufacturer's index. For confirmatory validation, the stress factor limit used is 0.7, for exploratory research, the stress factor limit is 0.6, and for developmental research, the stress factor limit is 0.5. Because this survey is a confirmation survey, the critical load factor used is 0.7.

The PLS estimation results show that the general indicators have a load factor value greater than 0.7. This means that the measuring instrument is declared valid to measure composition. In addition to observing the load factor value for each index, the convergence validity was also evaluated using the AVE value of each configuration. It is stated that the PLS model meets convergent validity by testing the AVE value > 0.7.

The results of the PLS analysis shows that the load factor value of all indicators is > 0.7 and the AVE value indicates a configuration greater than 0.5 which includes all indicators, each meeting the required convergence validity criteria. Discriminant validation is applied to ensure that each concept of a latent variable is different from the others. The model has good discriminant validity if the AVE square value of each external structure (larger than the diameter) is greater than the correlation between the structure and other structures (the value is smaller than the diameter). The results of the differential viability test are obtained as follows:

Table 6. Discriminative Validity Test Result

	Jac	Jpr	Jpe	Psr	Spr	Wfp	Wrc
Jac	0,895						
Jpr	0,903	0,904					
Jpe	0,131	0,150	0,925				
Psr	-0,076	-0,095	-0,654	0,902			
Spr	-,059	-0,064	-0,586	0,194	0,903		
Wfp	0,765	0,774	0,205	-0,090	-0,108	0,902	
Wrc	0,655	0,659	0,157	-0,099	-0,099	0,680	0,911

Source: Primary data processed, Smart PLS (2022)

The results of Table 4.8 show that the second root value of the overall AVE structure is higher than the correlation with other latent structures to conclude that the model satisfies different validity. The reliability of the structure was assessed using the value of Crombach's alpha and the overall reliability of each structure. Synthetic reliability and Cronbach's alpha value must be greater than 0.7, but because the load factor used is low (ie 0.5), convergent validity and low Cronbach's alpha value meet convergent validity and validity.

Table 7. Reliability Test Result

	Cronbach's Alpha	Composite Reliability
Job Authority	0,964	0,970
Job Pressure	0,972	0,976
Job Performance	0,979	0,982
Psychological stress	0,967	0,972
Sleep Problems	0,967	0,972
Work Family Problem	0,971	0,975
Work Related Contacts	0,959	0,967

Source: Primary data processed, Smart PLS (2022)

The results of the reliability test in Table 4.9 show that all constructs have composite reliability values > 0.7 and Cronbach's alpha > 0.7, indicating that all constructs meet the required reliability.

Testing Goodness of Fit Model

After testing the instrument is declared valid and reliable, then the Goodness of fit model test is then carried out. The suitability of the PLS model can be seen from the SMRM value. The PLS model is declared to meet the goodness of fit test criteria when the SRMR value is < 0.10 and the model is declared perfect fit if the SRMR value is < 0.08.

Table 7. Goodness of Fit Model Test Results

	Saturated Model	Estimated Model
SRMR	0,028	0,056
D_ ULS	1,307	5,202
D_ G	1,123	1,309
Chi Square	1718,608	1853,414
NFI	0,922	0,916

Source: Primary data processed, Smart PLS (2022)

The results of the goodness of fit test in table 4.3 show that the SRMR value of the saturated model is 0.028 and the SRMR value of the predicted model (estimated model) is 0.057. Because the SRMR value of the saturated model and the estimated model is below 0.10, the PLS model is declared fit, meaning that the model can be used for testing research hypotheses.

Inner Model Testing (Hypothesis Testing)

The inner model test includes a direct influence significance test, an indirect effect test and measurement of the effect of each exogenous variable on the endogenous variable. This test is used to test the research hypothesis. The direct significance test was used to test the effect of exogenous variables on endogenous variables. The hypothesis used in this test is as follows:

Ho: exogenous variables have no significant effect on endogenous variables

Ha: exogenous variables have a significant effect on endogenous variables

The test results are based on the P value < 0.05 and t arithmetic > 1.96 concluded that H0 is rejected, meaning that there is a significant effect, while if p > 0.05 then Ho is not rejected, meaning that there is no significant effect.

The results of statistical tests can be seen in the relationship of the influence of exogenous variables to endogenous variables. The relationship of each influence can be seen from the value of the original sample. If the relationship is positive, then the influence of the variable is unidirectional, whereas if the relationship is negative, then the influence of the variable is not unidirectional.

Based on the estimated effect of the PLS version using the bootstrap approach above, all paths are significant with T statistic > 1.96. The entire effect of interest checking can be seen in the following table:

Table 9. Regression Result

Ho	Model	Original Sample	Sample Mean	Standard Deviation	T Statistic	P Values
1	Job Autonomy Control → Work Family Problem	0,267	0,274	0,096	2,779	0,006
2	Job Pressure → Work Family Problem	0,354	0,340	0,099	0,580	0,000
3	Work Related Contacts → Work Family Problems	0,272	0,279	0,060	4,522	0,000
4	Job Autonomy Control → Work Related Contacts	0,322	0,315	0,105	3,060	0,001
5	Job Pressure → Work Related Contacts	0,368	0,373	0,107	3,451	0,001
6	Work Family Problems → Psychological Distress	-0,090	-0,083	0,073	1,241	0,215
7	Work Family Problem → Sleep Problems	-0,108	-0,108	0,062	1,756	0,080
8	Job Autonomy Control → Work Famili Problem → Psychological Stress	-0,032	-0,030	0,028	1,147	0,252
10	Work Related Contacts → Work Family Problems → Psychological Stress	-0,025	-0,023	0,021	1,173	0,241
11	Job Autonomy Control → Work Family Problems → Sleep Problems	-0,038	-0,039	0,024	1,602	0,110
12	Job Pressure → Work Family Problems → Sleep Problem	-0,049	-0,049	0,031	1,575	0,116
13	Work Related Contact → Work Family Problems → Sleep Problem	-0,029	-0,031	0,019	1,317	0,130
14	Psychological Stress → Job Performance	-0,561	-0,560	0,040	13,913	0,000
15	Sleep Problem → Job Performace	-0,477	-0,479	0,040	11,800	0,000

Source: Primary data processed, Smart PLS (2022)

The basis for making a decision to accept and reject a hypothesis, namely: If the P value (Probability) > 0.05 then Ho is accepted, If the P value (Probability) < 0.05 then Ho is rejected.

Based on the output results in tables 4.11 and 4.21 above, the results of hypothesis testing in this study can be described as follows:

1. The p value of the influence of Job Authority on Work Family Conflict is 0.006 with a T statistic of 2.779 and the path coefficient is positive. By p value < 0.05 and T statistic > 1.96 and the path coefficient is positive, Ho is rejected and it is concluded that Job Authority has a positive and significant effect on Work Family Conflict, the better Job Authority, the higher Work Family Conflict and vice versa. This supports hypothesis 1 in this study so that hypothesis 1 is accepted.
2. The p value of the influence of Job pressure on Work Family Conflict is 0.002 with a T statistic of 3.060 and the path coefficient is positive. By p value < 0.05 and T statistic > 1.96 and the path coefficient is positive, Ho is rejected and it is concluded that Job pressure has a positive and significant effect on Work Family Conflict, the better the Job pressure, the higher the Work Family Conflict and vice versa. This supports hypothesis 2 in this study so that hypothesis 1 is accepted.
3. The p value of the effect of Work-related contacts on Work Family Conflict is 0.000 with a T statistic of 4.522 and the path coefficient is positive. By p value < 0.05 and T statistic > 1.96 and the path coefficient is positive, then Ho is rejected and it is concluded that Work related contacts have a positive

and significant effect on Work Family Conflict, the better Work-related contacts, the higher Work Family Conflict. otherwise. This supports hypothesis 1 in this study so that hypothesis 3 is accepted.

4. The p value of the influence of Job Authority on Work related contacts is 0.002 with a T statistic of 3.060 and the path coefficient is positive. By p value < 0.05 and T statistic > 1.96 and the path coefficient is positive, H_0 is rejected and it is concluded that Job Authority has a positive and significant effect on Work related contacts, the better Job Authority, the higher the Work-related contacts and vice versa. This supports hypothesis 4 in this study so that hypothesis 4 is accepted.
5. The p value of the effect of job pressure on work related contacts is 0.001 with a T statistic of 3.451 and the path coefficient is positive. By p value < 0.05 and T statistic > 1.96 and the path coefficient is positive, then H_0 is rejected and it is concluded that job pressure has a positive and significant effect on work related contacts, the better the job pressure, the higher the work-related contacts and vice versa. This supports hypothesis 5 in this study so that hypothesis 5 is accepted.
6. The p value of the influence of work family problems on psychological stress is 0.215 with a T statistic of 1.241 and the path coefficient is negative. By p value > 0.05 and T statistic < 1.96 and the path coefficient is negative, H_0 fails to be rejected and it is concluded that work family problems do not have a positive and significant effect on Psychological Stress, the better the work family problem, the higher the psychological stress. vice versa. This supports hypothesis 6 in this study so that hypothesis 6 is rejected.
7. The p value of the influence of Work family problems on Sleep Problems is 0.080 with a T statistic of 1.756 and the path coefficient is negative. By p value > 0.05 and T statistic < 1.96 and the path coefficient is negative then H_0 fails to be rejected and it is concluded that Work family problems have no positive and significant effect on Sleep Problems, the better Work family problems, the higher the Sleep Problems vice versa. This supports hypothesis 7 in this study so that hypothesis 7 is rejected.
8. Based on the table above, it can be said that the Job Authority variable has no effect on Psychological Stress through work family conflict with a significance level of 0.252 or greater than 0.05 ($0.252 > 0.05$) so it can be said that H_0 failed to be rejected, which means the Job Autonomy Control variable does not have an indirect effect on Psychological Stress through work family conflict. This result also proves that the 8th hypothesis in this study is rejected
9. Based on the table above, it can be said that the Job Authority variable has no effect on Sleep Problems through Work family conflict with a significance level of 0.110 or greater than 0.05 ($0.110 > 0.05$) so it can be said that H_0 failed to be rejected, which means the Job Autonomy Control variable does not indirectly affect Sleep Problems through Work family conflict. This result also proves the truth of the 9th hypothesis in this study is rejected
10. Based on the table above, it can be said that the Work related contacts variable has no effect on Psychological Stress through work family conflict with a significance level of 0.241 or greater than 0.05 ($0.241 > 0.05$) so it can be said that H_0 failed to be rejected, which means the Work related variable contacts have no indirect effect on Psychological Stress through work family conflict. This result also proves the truth of the 10th hypothesis in this study is rejected
11. Based on the table above, it can be said that the Work related contacts variable has no effect on Sleep Problems through Work family conflict with a significance level of 0.110 or greater than 0.05 ($0.110 > 0.05$) so it can be said that H_0 failed to be rejected, which means the Work related variable contacts have no indirect effect on Sleep Problems through Work family conflict. This result also proves that the 11th hypothesis in this study is rejected
12. Based on the table above, it can be said that the Job pressure variable has no effect on Sleep Problems through Work family conflict with a significance level of 0.116 or greater than 0.05 ($0.116 > 0.05$) so it can be said that H_0 failed to be rejected, which means the Job pressure variable is not indirectly affect Sleep Problems through Work family conflict. This result also proves the truth of the 12th hypothesis in this study is rejected
13. Based on the table above, it can be said that the Work related contacts variable has no effect on Sleep Problems through Work family conflict with a significance level of 0.130 or greater than 0.05 ($0.130 >$

0.05) so it can be said that H_0 failed to be rejected, which means the Work related variable contacts have no indirect effect on Sleep Problems through Work family conflict. This result also proves the truth of the 13th hypothesis in this study is rejected

14. The p value of the influence of Psychological Stress on Job Performance is 0.000 with a T statistic of 13.913 and the path coefficient is negative. By p value > 0.05 and T statistic < 1.96 and the path coefficient is negative, H_0 is rejected and it is concluded that Psychological Stress has a negative and significant effect on Job_Performance, the better Psychological Stress, the higher the Job_Performance and vice versa. This supports hypothesis 14 in this study so that hypothesis 14 is accepted.
15. The p value of the influence of Sleep Problems on Job Performance is 0.000 with a T statistic of 11.800 and the path coefficient is negative. By p value > 0.05 and T statistic < 1.96 and the path coefficient is negative, H_0 is rejected and it is concluded that Sleep Problems have a negative and significant effect on Job_Performance, the better the Sleep Problems, the higher the Job_Performance and vice versa. This supports hypothesis 15 in this study so that hypothesis 15 is accepted.

Discussion

Effect of Job Authority on Work Family Conflict

Hypothesis 1 states that Job Authority has a significant effect on Work Family Conflict and is accepted statistically. Significant results indicate that Job Authority has an impact on Work Family Conflict. A positive relationship indicates that Job Authority has a unidirectional relationship to Work Family Conflict. This means that the increasing Job Authority of contractor employees will increase the Work Family Conflict that exists in employees. The results of this study support previous research conducted by [Siriphat & Wedchayanon \(2017\)](#), [Roche & Haar \(2010\)](#) and [Karim, & Majid, \(2018\)](#) which stated that Job Authority had a significant effect on Work Family Conflict.

Effect of Job Pressure on Work Family Conflict

Hypothesis 2 states that Job Pressure has a significant effect on Work Family Conflict and is accepted statistically. Significant results indicate that Job Pressure has an impact on Work Family Conflict. A positive relationship shows that Job Pressure has a direct relationship to Work Family Conflict. This means that the increasing Job Pressure on contractor employees will increase the Work Family Conflict that exists in employees. The results of this study support previous research conducted by [Shukri, \(2015\)](#), [Bell, Rajendran, & Theiler, \(2012\)](#), and [Bowen, et.al \(2017\)](#) which stated that Job Pressure had a significant effect on Work Family Conflict.

Effect of Work-Related Contacts on Work Family Conflict

Hypothesis 3 states that Work-Related Contacts have a significant effect on Work Family Conflict and is accepted statistically. Significant results indicate that Work Related Contacts have an impact on Work Family Conflict. A positive relationship indicates that Work Related Contacts have a unidirectional relationship to Work Family Conflict. This means that the increase in Work Related Contacts on contractor employees will increase the Work Family Conflict that exists in employees. The results of this study support previous research conducted by [Saragih, S. \(2015\)](#) and [Sandberg, R. \(nd\)](#) which states that Work-Related Contacts have a significant effect on Work Family Conflict.

Effect of Job Authority on Work Related Contacts

Hypothesis 4 states that Job Authority has a significant effect on Work Related Contacts is accepted statistically. Significant results indicate that Job Authority has an impact on Work Related Contacts. A positive relationship indicates that Job Authority has a unidirectional relationship with Work Related Contacts. This means that the increasing Job Authority of contractor employees will increase the existing Work-Related Contacts of employees. The results of this study support previous research conducted by [Puteri, & Syaebani, \(2018\)](#), [Bhui, et.al \(2016\)](#), and [Johari, Ridzoan, & Zarefar. \(2019\)](#) which states that Job Authority has a significant effect on Work Related Contacts.

Effect of Job Pressure on Work Related Contacts

Hypothesis 5 states that Job Pressure has a significant effect on Work Related Contacts and is accepted statistically. Significant results indicate that Job Pressure has an impact on Work Related Contacts. A positive relationship indicates that Job Pressure has a unidirectional relationship with Work Related Contacts. This means that the increasing Job Pressure on contractor employees will increase the existing Work-Related Contacts on

employees. The results of this study support previous research conducted by [Smith, et.al \(2019\)](#), [Lambert, et.al \(2017\)](#), and [Kleiner, & Wallace \(2017\)](#) which stated that Job Pressure had a significant effect on Work Related Contacts.

The Effect of Work Family Conflict on Psychological Stress

Hypothesis 6 states that Work Family Conflict has a significant effect on Psychological Stress and is rejected statistically. Significant results indicate that Work Family Conflict has no impact on Psychological Stress. The negative relationship shows that Work Family Conflict has a direct relationship to Psychological Stress. This means that decreasing Work Family Conflict for contractor employees will not reduce Psychological Stress on employees because the relationship is not significant. The results of this study differ from previous findings by [Jerg-Bretzke, et.al \(2020\)](#), [Aazami, S., Shamsuddin, K., & Akmal, S. \(2015\)](#), [Sharma, Dhar, & Tyagi, \(2016\)](#), which states that Work Family Conflict has a significant effect on Psychological Stress. However, according to research conducted by [Obrenovic, Du Jianguo, & Khan, \(2020\)](#) which states that Work Family Conflict has a negative effect on Psychological Stress.

Effect of Work Family Conflict on Sleep Problems

Hypothesis 7 which states that Work Family Conflict has a significant effect on Sleep Problems is rejected statistically. Significant results indicate that Work Family Conflict has no impact on Sleep Problems. A negative relationship indicates that Work Family Conflict has a unidirectional relationship to Sleep Problems. This means that decreasing Work Family Conflict among contractor employees will not reduce Sleep Problems in employees because the relationship is not significant. The results of this study are different from previous findings by [Bettac and Probst \(2019\)](#), Also, [Bowen, et.al \(2017\)](#), and [Aazami, et.al \(2016\)](#) which stated that Work Family Conflict had a significant effect on Sleep Problems. However, according to research conducted by [Magee, Robinson, & McGregor \(2018\)](#) which states that Work Family Conflict has a negative effect on Sleep Problems.

The Effect of Work Family Conflict Mediating Job Authority on Psychological Stress

Research results Work family conflict does not mediate Job Authority on Psychological Stress. The results show that there is a direct relationship between Job Authority and Psychological Stress. This can be seen in the results of a significance level of 0.252 or greater than 0.05 ($0.252 > 0.05$) so it can be concluded that work family conflict does not increase the influence of job authority on psychological stress.

The Effect of Work Family Conflict Mediating Job Pressure on Psychological Stress

Research results Work family conflict does not mediate Job Pressure on Psychological Stress. The results show that there is a direct relationship between Job Pressure and Psychological Stress. This can be seen in the results of a significance level of 0.110 or greater than 0.05 ($0.110 > 0.05$) so it can be concluded that work family conflict does not increase the effect of job pressure on psychological stress.

The Effect of Work Family Conflict Mediating Work Related Contacts on Psychological Stress

Research results Work family conflict does not mediate Work Related Contacts on Psychological Stress. The results show that there is a direct relationship between Work Related Contacts and Psychological Stress. This can be seen in the results of a significance level of 0.241 or greater than 0.05 ($0.241 > 0.05$) so it can be concluded that work family conflict does not increase the effect of work-related contacts on psychological stress.

Effect of Work Family Conflict Mediating Job Authority on Sleep Problems

The results of the study of Work family conflict did not mediate the relationship between Job Authority and Sleep Problems. The results show that there is an indirect relationship between Job Authority and Sleep Problems. This can be seen in the results of a significance level of 0.110 or greater than 0.05 ($0.110 > 0.05$) so it can be concluded that work family conflict does not increase the influence of Job Authority on Sleep Problems.

Effect of Work Family Conflict Mediating Job Pressure on Sleep Problems

Research results Work family conflict does not mediate Job Pressure on Sleep Problems. The results show that there is an indirect relationship between Job Pressure and Sleep Problems. This can be seen in the results of a significance level of 0.116 or greater than 0.05 ($0.116 > 0.05$) so it can be concluded that work family conflict does not increase the effect of job pressure on sleep problems.

Effect of Work Family Conflict Mediating Work Related Contacts on Sleep Problems

The results of the work family conflict do not mediate Work Related Contacts on Sleep Problems. The results show that there is an indirect relationship between Work Related Contacts and Sleep Problems. This can be seen in the results of a significance level of 0.130 or greater than 0.05 ($0.130 > 0.05$) so it can be concluded that work family conflict does not increase the effect of work-related contacts on sleep problems.

The Effect of Psychological Stress on Work Performance

Hypothesis 14 which states that Psychological Stress has a significant negative effect on Work Performance is statistically accepted. Significant results indicate that Psychological Stress has an impact on Work Performance. The negative relationship shows that Psychological Stress has a direct relationship to Work Performance. This means that the decreasing Psychological Stress on contractor employees will reduce the existing Work Performance of employees. The results of this study support previous research conducted by [Martins, Paiva, Freitas, Miguel, & Maia, \(2018\)](#), and [Adebayo, et al. \(2021\)](#) which states that Psychological Stress has a negative and significant effect on Work Performance.

Effect of Sleep Problems on Work Performance

Hypothesis 15 which states that Sleep Problems has a negative and significant effect on Work Performance is statistically accepted. Significant results indicate that Sleep Problems have an impact on Work Performance. A negative relationship indicates that Sleep Problems have a direct relationship to Work Performance. This means that the decrease in Sleep Problems among contractor employees will reduce the existing Work Performance of employees. The results of this study support previous research conducted by [Hui, & Grandner, \(2015\)](#), [Litwiller, et al. \(2017\)](#), and [Khaledipaveh, et al. \(2021\)](#) which states that Sleep Problems have a negative and significant effect on Work Performance.

Managerial Implications

Based on the results and discussion above, the managerial implications of this research are as follows:

Effect of Job Authority on Work Family Conflict

The results showed a positive and significant relationship between Job Authority and Work Family Conflict. This means that there is an influence that can increase Work Family Conflict that comes from the Job Authority of an employee. In an effort to maintain the occurrence of conflicts between work and family in employees, the company's attention to work authority is important, so that job authority arrangements should be given to employees directly but still with supervisors. This is good to do so that every worker does not feel that every action must always wait for a decision so that work becomes hampered and does not run on time. Some of the things that are of concern to job authority include skill variations, task identity, task significance, and feedback. Give employees the opportunity to do work as the identity of the work being done, and then also give significance to the work that is in accordance with the skills possessed by each employee, this is to keep employees from work and family conflicts and is assisted by good reciprocity between the company and the company. employees so that employees feel that the company cares for each of its employees.

Effect of Job Pressure on Work Family Conflict

The results showed a positive and significant relationship between Job Pressure and Work Family Conflict. This means that there is an influence that can increase Work Family Conflict that comes from the Job Pressure of an employee. In an effort to prevent conflicts between work and family in employees, the company then pays attention to the pressure felt by employees, because high pressure can cause conflicts between work and family. So, the company must evaluate so that the pressure given to contractor employees does not feel like excessive pressure in carrying out their work which is relatively high risk. Some things that need to be considered by the company in order to be able to maintain conflict between work and family are paying attention to the work of its employees, the role of management in managing the continuity of work, interpersonal relationships between employees and the company, and the organizational style that always provides good support and feedback for employees. The thing that should happen between the company and employees is starting from the company's attention to the work given, this can be done by the company by assessing the work procedures that employees have so that employees feel that the procedure is paying attention to employees not the workload, this happens if the role management always pays attention to its employees because of the high risk so that management guarantees every condition of its employees, and provides good relationships and provides good support and

feedback so that contractor employees feel that the work they are doing is a part of their lives. The hope is that with this there will be no excessive conflict between work and family.

Effect of Work-Related Contacts on Work Family Conflict

The results showed a positive and significant relationship between Work Related Contacts and Work Family Conflict. This means that there is an influence that can increase Work Family Conflict that comes from an employee's Work-Related Contacts. In an effort to maintain the occurrence of conflicts between work and family in employees, the next step is to pay attention to contacts related to work that exist in employees. It is important to note that the company looks at the work contacts made by the company because of the high risk of work carried out by employees. Contact attention related to work can be done from several things starting from calls related to work, this is done for evaluation of employees related to the work being carried out starting from the assigned tasks or changing positions accordingly. Next, Messages related to work, provide messages that are appropriate to the work and tasks being carried out in an easy-to-understand way so that employees can directly carry out the desired message. Furthermore, give freedom for employees to connect with each other and contact each other so that each job can be done well, because sometimes there are things in a job that can't be carried out only by 1 or 2 people.

Effect of Job Authority on Work Related Contacts

The results showed a positive and significant relationship between Job Authority and Work-Related Contacts. This means that there is an influence that can increase Work Related Contacts that come from the Job Authority of an employee. In an effort to maintain work-related contacts with employees, it is important to give work authority to employees so that work-related contacts with employees run according to the direction desired by the company. Things that need to be considered are the suitability of the employee's skills with the task to be given, this is important in order to be able to become an identity for employees that contacts are made according to the skills they have, then the significance of the task with the situation, and provide the best response so that employees feel that work-related contacts in accordance with the circumstances and risks that will be carried out by employees.

Effect of Job Pressure on Work Related Contacts

The results showed a positive and significant relationship between Job Pressure and Work-Related Contacts. This means that there is an influence that can increase Work Related Contacts that come from the Job Pressure of an employee. In an effort to maintain work-related contact with employees, it is important to pay attention to the pressure experienced by employees so that employees realize that pressure on work is not a big burden for employees. Things that need to be considered are the company's attention to the existing work and conformity with procedures that are understood by employees, then the role of management is to regulate and supervise so that the suitability runs, and management must be able to provide good relations with employees and provide support and feedback related to performance of its contractor employees.

The Effect of Work Family Conflict on Psychological Stress

The results showed a negative and insignificant relationship between Work Family Conflict and Psychological Stress. This means that there is no big influence of Work Family Conflict on the Psychological Stress of an employee. This shows that work-family conflict is unstable even though the impact is not significant on psychological pressure, so it is important to control the company to maintain the continuity of work-family conflict so as not to cause high psychological stress. The things that need to be considered are time, work tension, and employee behavior. Companies must be able to provide sufficient time for employees to be able to divide this time between family and work, then do not give tension outside of the work time that has been done because employees have personal lives outside of work that do not want to be confused with existing work, and be aware of changes in employee behavior so that the company is able to understand employees so that work and family conflicts do not become one so that employees are able to divide every problem between time for work and time for family.

Effect of Work Family Conflict on Sleep Problems

The results showed a negative and insignificant relationship between Work Family Conflict and Sleep Problems. This means that there is no big influence from Work Family Conflict on the Sleep Problems of an employee. This shows that the work-family conflict is unstable even though the impact is not significant on sleep

problems, it is necessary for the company to see and maintain family and family conflicts so that this does not burden the rest of its contractor employees. So that with appropriate rest can provide maximum performance, because if employees find problems with sleep, it causes work not to be maximized, so it is important to maintain the conflict. Things that need to be done starting from an appropriate time for employees, and providing adequate rest time for employees so that time can be used properly for work and employee rest, then the work tension that employees get is adjusted to the work because of the risks of the job, so they feel that tension is a risk from work not pressure from work and be aware of employee behavior in order to be able to maintain properly between work and rest carried out by employees.

Effect of Work Family Conflict Mediating Job Authority, Job Pressure, Work Related Contacts on Psychological Stress and Sleep Problems

The results showed that Work Family Conflict did not mediate the relationship between Job Authority, Job Pressure, Work Related Contacts on Psychological Stress and Sleep Problems. This means that the stability of family work conflicts has an impact on reducing the influence of Job Authority, Job Pressure, Work Related Contacts on Psychological Stress and Sleep Problems. So, it is important for companies to maintain this so that work authority, work pressure and work-related contacts can reduce employee psychological pressure. It is important to continue to manage work-family conflicts, starting from work time, work tension, and employee behaviour at work. The suitability is carried out by considering the work authority given by the company to employees, conformity to work pressure so that workers do not feel too much pressure and conformity to work-related contacts.

The Effect of Psychological Stress on Work Performance

The results showed a negative and significant relationship between Psychological Stress and Work Performance. This means that there is a big influence of Psychological Stress on the Work Performance of an employee. This means that there is an impact that can reduce performance caused by psychological pressure. This happens because employees have high psychological pressure so that the performance given by employees is not optimal. The things that trigger are nervous, hopeless, restless, depressed, and worthless. So, it is important for the company to control the company's psychological pressure so that it does not have an impact on the work being done. Companies can do this by giving attention from management so that employees feel that the company provides support for employees, or even the company has staff who are able to suppress the psychology of employees. This is important to be noticed by employees because the impact of this psychological pressure will affect the performance of the company, so this control is something that must be considered so that employee performance becomes better and maximal.

Effect of Sleep Problems on Work Performance

The results showed a negative and significant relationship between Sleep Problems and Work Performance. This means that there is a big influence from Sleep Problems on the Work Performance of an employee. This means that there is a big impact of sleep problems on employee performance, so that work is not optimal. So, this must be resolved by the employees themselves and the role of company management. Employee attention is given with arrangements that are able to be provided by the company. Things that are of concern are demographic and health factors, demographically and health the company must be able to pay attention to the surrounding conditions and the health of employees so that there is no excessive coercion from the company. Furthermore, problems in the family, the company can only pay attention so that there is no conflict that can hinder work, and employees must be able to control and distinguish between family and work problems, and finally work-related problems, management can directly control this, this starts from work time and support that can be provided by the company, the company must be able to properly manage work and rest times for employees as well as work support so that employees feel that there is no excessive pressure in their work.

4. CONCLUSION

The research conducted utilized the SMARTPLS software, leading to various conclusions that align with the research objectives, assumptions, contextual details, literature review, and supportive findings from data analysis. The following summarization encapsulates these conclusions:

Firstly, the study found that Job Authority has a significant positive impact on Work Family Conflict among employees in Indonesian construction companies. This outcome aligns with the research goals and the initial hypothesis, resulting in the acceptance of the first hypothesis.

Secondly, Job Pressure was found to have a significant positive effect on Work Family Conflict among employees in Indonesian construction companies. This aligns with the research objectives and the second hypothesis, leading to the acceptance of the second hypothesis.

Thirdly, the results revealed that Work-Related Contacts have a substantial positive influence on Work Family Conflict among employees in Indonesian construction companies. This supports the research aims and the third hypothesis, culminating in the acceptance of the third hypothesis.

Fourthly, the research demonstrated that Job Authority significantly contributes to Work-Related Contacts among employees in Indonesian construction companies. These findings concur with the research objectives and the fourth hypothesis, resulting in the acceptance of the fourth hypothesis.

Fifthly, the study established that Job Pressure has a noteworthy positive impact on Work-Related Contacts among employees in Indonesian construction companies. This is consistent with the research aims and the fifth hypothesis, leading to the acceptance of the fifth hypothesis.

However, it was observed that Work Family Conflict does not exert a significant negative effect on Psychological Stress among employees in Indonesian construction companies. This finding contrasts with the research objectives and the sixth hypothesis, leading to the rejection of the sixth hypothesis.

Similarly, the research indicated that Work Family Conflict does not significantly influence Work Sleep Problems among employees in Indonesian construction companies. This outcome contradicts the research objectives and the seventh hypothesis, resulting in the rejection of the seventh hypothesis.

Furthermore, the study found that Work Family Conflict does not mediate the relationship between Job Authority or Job Pressure and Psychological Stress among employees in Indonesian construction companies. These outcomes deviate from the research aims and the eighth and ninth hypotheses, leading to the rejection of both hypotheses.

Likewise, the research revealed that Work Family Conflict does not mediate the relationship between Work-Related Contacts and Psychological Stress or Sleep Problems among employees in Indonesian construction companies. These results do not align with the research goals and the tenth, eleventh, and twelfth hypotheses, leading to the rejection of all three hypotheses.

On a different note, the study identified that Psychological Stress has a significant negative impact on Work Performance among employees in Indonesian construction companies. This finding aligns with the research objectives and the fourteenth hypothesis, leading to the acceptance of the fourteenth hypothesis.

Similarly, Sleep Problems were found to have a significant negative effect on Work Performance among employees in Indonesian construction companies. This outcome is in line with the research goals and the fifteenth hypothesis, leading to the acceptance of the fifteenth hypothesis.

Based on these research findings, several recommendations emerge. Indonesian contracting companies are advised to enhance employee well-being by addressing Work Family Conflict through strategies such as increasing job authority, managing work pressure, and fostering meaningful work-related contacts. Additionally, companies should manage psychological stress and sleep problems by addressing work-family conflicts and considering flexible work arrangements.

Furthermore, organizations are urged to mitigate the impact of work authority, pressure, and contacts on psychological stress and sleep problems by managing work-family conflicts effectively. This entails aligning work schedules with these factors and proactively addressing tensions and conflicts.

In terms of further research, it is recommended to expand the scope of variables beyond the current three to gain a more comprehensive understanding of the dynamics between Work Family Conflict, Psychological Stress, Sleep Problems, and Work Performance. Additionally, a broader and more diverse sample of companies should be included to enhance the generalizability of the results.

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