



**The impact of work-family conflict and job stress on seafarer performance**

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**Abstract**

Due to prolonged absences from family, seafarers face challenges that can lead to work-family conflict and job stress, potentially hindering their productivity at sea. We employ a quantitative study that surveyed 150 PT Jasindo Duta Segara seafarers using a Likert scale and purposive sampling to investigate these effects. Data analysis was conducted using structural equation modeling. The results reveal a significant negative impact of both work stress and family-work conflict on the performance of PT Jasindo Duta Segara seafarers. This research highlights the importance of addressing work-life balance concerns for seafarers to optimize their productivity. Future studies could explore targeted interventions to mitigate stress and family conflict, potentially improving seafarer performance and overall well-being.

**Abstrak**

Karena jarang bertemu keluarga, pelaut kerap menghadapi tantangan yang dapat menyebabkan konflik kerja-keluarga dan stres kerja, yang berpotensi mengganggu produktivitas mereka di laut. Untuk menyelidiki efek ini, studi ini menggunakan pendekatan kuantitatif dengan teknik purposive sampling, mensurvei 150 pelaut dari PT Jasindo Duta Segara menggunakan skala Likert. Analisis data dilakukan menggunakan *structural equation modeling*. Hasil penelitian menunjukkan dampak negatif yang signifikan dari stres kerja dan konflik kerja-keluarga terhadap kinerja pelaut PT Jasindo Duta Segara. Penelitian ini menyoroti pentingnya mengatasi masalah keseimbangan kehidupan kerja bagi pelaut untuk mengoptimalkan produktivitas mereka. Studi mendatang dapat mengeksplorasi intervensi tertarget untuk mengurangi stres dan konflik keluarga, yang berpotensi meningkatkan kinerja dan kesejahteraan pelaut secara keseluruhan.

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## Introduction

Seafarers play a role in trade, but their jobs come with challenges. Spending extended periods at sea and managing demanding work schedules can disrupt the balance between work and family life, leading to stress and conflicts (Carotenuto et al., 2012). The nature of seafaring work can cause both physical strain. Challenges such as leadership responsibilities, inexperienced crew members, isolation from family and communication barriers can contribute to stress. Factors like lack of rest time, noisy surroundings, continuous ship movement and harsh weather conditions can also worsen stress (Slišković, 2017).

Seafarers must sign a contract with the shipping company that specifies the duration of their stay on the ship. The demanding work schedules of seafarers can lead their family members to feel neglected in family responsibilities, such as assisting children with school tasks, being present at family gatherings, engaging with children in play activities, etc. This situation may create tension within families. This results in conflicts that interfere with the seafarer's job and increase expectations from both sides.

Seafarers often dedicate more time and effort to their work than they do to spending time with their families. This situation can lead to stress for seafarers, resulting in heightened levels of anxiety. This imbalance reflects the work-family conflict (WFC) theory, which suggests that work demands can clash with family responsibilities and vice versa. Wu et al. (2018) found a correlation between family conflicts and work performance. The study showed that workers who struggled to balance their family and work commitments had levels of engagement and compliance, with safety regulations ultimately impacting their performance. Both employers and employees must recognize the consequences of family work conflicts as they often lead to job burnout, increased work-related stress and decreased performance standards (Quansah et al., 2020).

When family work conflicts arise among seafarers, it can impact their performance. Additionally, under pressure, seafarers may not prioritize their work, leading to difficulties in meeting set targets. It is worth noting that not all seafarers facing work pressure struggle to complete tasks on time and as expected. Stress can influence motivation in ways, both positively and negatively. If left unresolved, work-related stress experienced by seafarers could result in behaviors on board ships, such as performance (Hermawati et al., 2021).

This research expands on what we know by looking into work-family conflict and job stress among seafarers working for PT Jasindo Duta Segara. The particular difficulties experienced by PT Jasindo Duta Segara's seafarers, like separations from family, could worsen these problems. Call for customized remedies. Through studying the circumstances at PT Jasindo Duta Segara, this study seeks to understand how work-family conflict and job stress affect the efficiency of PT Jasindo Duta Segara's seafarers..

## Literature Review

Balancing work and family responsibilities poses a challenge for workers, including seafarers. When work demands clash with family life, meeting obligations in either realm can become tricky due to competing pressures. According to research by Sari (2020), the concept of work-family conflict (WFC) sheds light on how job demands can drain resources such as time and energy needed for family duties. This depletion can result in feelings like stress, fatigue and anxiety, impacting employees' well-being, as highlighted by Zheng & Wu (2018). On the other hand, family obligations can also spill over into work life. Concerns about childcare or caring for relatives, for example, disrupt focus and hinder a team member's ability to fully engage in their job tasks and duties, as discussed by Sihite and Arianto (2018).

The influence of work-family conflict (WFC) is shown through real-world studies. Research conducted by Wu et al. (2018) and Quansah et al. (2020) revealed a connection between WFC and decreased job performance. This implies that individuals facing challenges with WFC

could experience decreased efficiency at work and may not follow safety procedures effectively. Essentially, the ongoing struggle to balance work and family responsibilities can decrease happiness and effectiveness in both professional aspects of life.

The presence of work-family conflict (WFC) can be recognized through signs. One evident indication is when family demands consistently interrupt job-related tasks and duties. This may include taking time off work for childcare needs, receiving urgent calls or messages, or having difficulty concentrating due to ongoing family issues (Sihite & Arianto, 2018). On the other hand, WFC can also appear in a light where an employee's enthusiasm or drive for work is adversely affected by family matters. This might stem from guilt or concern about neglecting family responsibilities while at work or a lack of vitality and motivation caused by the stress of juggling roles (Sihite & Arianto, 2018).

Additionally, work-family conflict (WFC) can impede a team member's ability to carry out their job responsibilities. This could result in missed deadlines caused by family emergencies and challenges focusing on tasks due to family concerns or overlooking duties in favor of urgent family issues (Sihite & Arianto 2018). In instances, the effects of WFC may also impact an employee's coworkers. For example, juggling demanding family commitments may lead to disruptions at work, causing inconvenience or extra workload for colleagues (Sihite & Arianto 2018).

### **Job Stress**

Work-related stress, described as a response to job demands by the World Health Organization (WHO, 2020), is a significant issue affecting the mental well-being of employees. Some factors contribute to this stress. For instance, an overwhelming workload can make it challenging for employees to prioritize tasks, leading to feelings of inadequacy and exhaustion (Sunyoto, 2018). The nature of the tasks themselves can also play a role. Repetitive or physically demanding work can result in boredom, fatigue and dissatisfaction, ultimately increasing stress levels. Moreover, jobs involving uncertainty or irregular schedules may cause anxiety. Disrupt the balance between work and personal life (Sunyoto, 2018). Lacking control over one's work environment or decision-making processes can be highly stressful. This includes situations where individuals have limited autonomy in task management, scheduling flexibility or opportunities for providing input – all of which can lead to feelings of helplessness and frustration that heighten stress levels (Mahipalan & Sheena 2019).

The negative impacts of work-related stress go beyond the person going through it. Prolonged job stress can significantly affect how well a team member performs at work and their overall health. One of the outcomes is a drop in productivity (Sharma & Srivastava 2020). Workers find it hard to concentrate, manage tasks efficiently and stay as motivated as usual when stressed. This can result in missed deadlines, errors in judgment and a decrease in the quality of their work.

Moreover, stress from work can affect an individual's life and connections. The persistent tension and emotional burden may overflow into interactions, causing disagreements with loved ones and acquaintances (Sharma & Srivastava 2020). Workers grappling with stress might withdraw and display irritability. Show emotional engagement, putting a strain on their relationships with others.

One of the outcomes of work-related stress is its harmful effect on mental well-being. Research has indicated a link between work stress and various mental health concerns such as anxiety, sadness and feeling overwhelmed (Sharma & Srivastava 2020). The ongoing pressure and emotional strain from work stress can exhaust an individual's strength, resulting in feelings of despair, powerlessness and even thoughts of self-harm. Acknowledging the potential for work-related stress to develop into health issues and taking proactive steps to address these challenges is essential.

### **Performance**

Employee performance holds importance in every organization. It pertains to how employees contribute towards achieving the organization's goals (Dama & Ogi 2018). Evaluating performance enables organizations to pinpoint workforce strengths and weaknesses, guiding personnel development strategies and guaranteeing success.

In the past, people used a mix of numbers and descriptions to evaluate performance. The amount and quality of work done are factors in this assessment. An employee regularly meets or surpasses output goals while upholding standards, shows they perform well (Afidi, 2018). Effective at promptly finishing tasks without squandering resources is also essential. An employee who consistently achieves outcomes within set timelines displays performance (Afidi, 2018).

In addition to benchmarks, abiding by the rules and regulations at work demonstrates discipline, which is an element of professional behavior. Workers who regularly adhere to the prescribed procedures and standards foster an efficient workplace environment (Afidi, 2018).

Nonetheless, performance goes beyond just meeting standards. Taking the initiative, which involves being proactive, in identifying and addressing challenges is a trait. Workers displaying initiative take responsibility for their tasks, foresee problems, and suggest resolutions, ultimately enhancing the vibrancy and productivity of the workplace (Afidi, 2018).

To uphold standards and prevent revisions, prioritizing accuracy in task completion is essential. Staff members who consistently deliver work foster a dependable and credible environment (Afidi, 2018). Creativity also holds importance in a landscape by enabling fresh concepts and strategies. Employees showcasing creativity can drive innovation, problem-solving efforts, and the company's continuous growth (Afidi, 2018).

## **Method**

The study will use a method focusing on collecting and analyzing data using approaches. This approach enables using methods such as structural equation modeling (SEM). SEM is highly beneficial as it allows for examining two models: the measurement and structural models. The measurement model evaluates the dependability and validity of the survey tools employed to depict each variable (WFC, job stress and performance). This stage guarantees that the survey queries effectively represent the desired concepts.

Determining the sample size and sampling methods is crucial for this research. It is generally recommended to have a sample size of at least five times the total number of indicator variables used in the measurement model for SEM analysis (Haryono, 2016). However, a sample size ranging between 100 to 200 participants is often preferable for analysis using Maximum Likelihood Estimation. The study will use nonprobability and deliberate sampling techniques to meet this goal. Nonprobability sampling allows us to concentrate on the group of interest. The seafarers employed by PT Jasindo Duta Segara. Within this group, deliberate sampling methods, such as sampling, will be utilized to ensure a sample that mirrors the relevant demographic characteristics of PT Jasindo Duta Segara's seafaring workforce. By employing this combined strategy, we aim to collect a sample of a specific size for reliable SEM analysis.

This study will use clear definitions and trusted measurement tools to ensure an evaluation of how WFC, job stress and seafarer performance are interconnected. WFC will be defined as seafarers' challenges when balancing work and family responsibilities (Sari, 2020). A reliable survey specifically tailored to measure WFC will be utilized. This survey is expected to include Likert scale questions that delve into aspects of the conflict, such as work disruptions during family time, family commitments affecting work productivity and feelings of guilt or stress from managing dual roles (Sihite & Arianto 2018).

Job stress among seafarers can be described as the physical reactions they face when their job demands surpass their ability to cope. A reliable survey tool will assess job stress, covering aspects such as workload, work control and emotional fatigue. Workload will be evaluated by inquiring about the volume and complexity of assigned tasks. At the same time, in

their position, work control will be gauged by questions regarding an employee's independence and decision-making authority. Furthermore, the survey may delve into feelings of burnout, anxiety and exhaustion. All signals of fatigue result from job-related stressors.

The performance of seafarers will be evaluated based on how they carry out their job responsibilities. This comprehensive assessment is likely to involve a mix of methods. For instance, seafarers may be asked to rate their work quality, efficiency and adherence to safety rules through survey questions to gather self-reported performance data. Furthermore, if possible, the research will also consider information from company records that directly impact performance, such as productivity figures, safety compliance records or disciplinary incidents (Afdi, 2018). The study aims to obtain a more holistic view of seafarer performance by combining self-assessments with data points.

To collect data on how WFC, job stress and seafarer performance interrelate, this research will use a self-administered survey for data collection. The survey will follow a Likert scale approach, where participants express their agreement levels with statements. It will incorporate validated measures created to evaluate WFC, job stress and performance. Regarding WFC, the tool is expected to capture the challenges faced by seafarers due to conflicting work and family responsibilities (Sari, 2020). Job stress will be evaluated using questions on workload, work control and emotional exhaustion (World Health Organization. WHO. 2020; Sunyoto, 2018; Mahipalan & Sheena, 2019). Lastly, seafarer performance will be gauged through a mix of self-reported assessments on work quality, efficiency and safety compliance. This may be complemented by company records data on productivity metrics or disciplinary actions (Afdi 2018).

## Result and Discussion

The ECFA (Exogenous Confirmatory Factor Analysis) provides signs of support for the accuracy of our measurement model regarding factors (Family Work Conflict and Job Stress) (Anderson & Gerbing 1988). It examines whether the survey questions used to measure these hidden concepts genuinely mirror the ideas they stand for (unidimensionality).

Remarkably, all the values in Table 1 are above 0.5, showing a relationship between each question and its corresponding theme. This indicates that the survey questions effectively capture the aspects of family work conflict and job stress. Additionally, all ratios of CR values exceeding 1.96 confirm that these relationships are statistically significant at a 95% confidence level. This boosts our trust in the measurement model. Assures us that the variables are being accurately assessed.

Table 1. Exogenous Confirmatory Factor Analysis

Variable	Indicator	Loading Factor	CR	Remark
Family Work Conflict	X1.1	0,949	-	Valid
	X1.2	0,912	21,315	Valid
	X1.3	0,918	21,835	Valid
	X1.4	0,902	20,462	Valid
	X1.5	0,902	20,462	Valid
	X1.6	0,928	22,799	Valid
Job Stress	X2.1	0,974	-	Valid
	X2.2	0,923	24,661	Valid
	X2.3	0,905	22,886	Valid
	X2.4	0,896	21,842	Valid
	X2.5	0,955	30,282	Valid

Source: Processed by Researchers in 2023 (*Output AMOS 26*)



### Endogenous Confirmatory Factor Analysis

Like variables, the endogenous confirmatory factor analysis (ECFA) indicates the Seafarer Performance measurement model's validity. Anderson and Gerbing (1988) conducted this analysis to determine if the indicators measuring this latent construct represent a dimension known as unidimensionality.

The findings from the ECFA are pretty promising. All the factor loadings listed in Table 2 are above 0.5, indicating connections between each indicator and the Seafarer Performance aspect. This implies that the selected survey questions effectively capture seafarer performance's intended aspects. Moreover, all ratio (CR) values exceed 1.96, confirming that the factor loadings are statistically significant with a confidence level of 95%. This further supports the credibility of the measurement model. Bolsters our confidence in assessing seafarer performance.

Table 2. Endogenous Confirmatory Factor Analysis

Variable	Indicator	Loading Factor	C.R	Remarks
Seafarer Performance	Y.1	0,962	-	Valid
	Y.2	0,939	25,676	Valid
	Y.3	0,926	24,052	Valid
	Y.4	0,924	23,618	Valid
	Y.5	0,935	25,080	Valid

Source: Processed by Researchers in 2023 (*Output AMOS 26*)

### Reliability Test Results and AVE of Exogenous Variables

The CR values for both factors (Family Work Conflict and Job Stress) exceed the threshold of 0.7 (as shown in Table 3). This implies that the various indicators employed to assess each concept are internally coherent and correlate with the latent construct. Elevated CR values indicate that the assessments are dependable and accurately represent the targeted constructs. The AVE values for both factors are above the 0.5 threshold, as shown in Table 3. AVE signifies the variance explained by the concept of the indicators. When values exceed 0.5 it suggests that the construct reducing measurement errors impact accounts for a significant portion of indicator variance.

Table 3. Reliability Test Results and AVE of Exogenous Variables

Indicator	Loading Factor	Measurement Error	LF2	CR	AVE
X 1.1	0,949	0,099	0,901	0,970	0,844
X 1.2	0,912	0,168	0,832		
X 1.3	0,918	0,157	0,843		
X 1.4	0,902	0,186	0,814		
X 1.5	0,902	0,186	0,814		
X 1.6	0,928	0,139	0,861		
<b>Σ</b>	<b>5,511</b>	<b>0,937</b>	<b>5,063</b>		
X 2.1	0,974	0,051	0,949	0,970	0,867
X 2.2	0,923	0,148	0,852		
X 2.3	0,905	0,181	0,819		
X 2.4	0,896	0,197	0,803		
X 2.5	0,955	0,088	0,912		
<b>Σ</b>	<b>4,653</b>	<b>0,666</b>	<b>4,334</b>		

Source: Processed by Researchers in 2023 (*Output AMOS 26*)

### Reliability Test Results and AVE of Endogenous Variables

In this way, the examination of construct reliability (CR) and average variance extracted

(AVE) assists in assessing the accuracy of the measurement model for Seafarer Performance as an internal variable, according to Hair et al. (2019).

The findings presented in Table 4 are pretty promising. The AVE value exceeds the 0.5 benchmarks, showing that the Seafarer Performance construct accounts for over half of the variability in its indicators. This implies that the selected survey questions accurately gauge the targeted aspects of seafarer performance. Moreover, the CR coefficient surpasses the standard of 0.7, showing reliability for the Seafarer Performance factor. This suggests that the elements within this factor are closely linked and reflect a portion of the essence of seafarer performance.

Table 4. Reliability Test Results and AVE of Endogenous Variables

Indicator	Loading Factor	Measurement Error	LF2	CR	AVE
Y.1	0,962	0,075	0,925		
Y.2	0,939	0,118	0,882		
Y.3	0,926	0,143	0,857	0,973	0,879
Y.4	0,924	0,146	0,854		
Y.5	0,935	0,126	0,874		
$\Sigma$	<b>4,686</b>	<b>0,607</b>	<b>4,393</b>		

### Normality Test

The investigation involved conducting a Normality Assumption Test, utilizing the critical value criteria (Critical Ratio Multivariate) with skewness and kurtosis values of approximately  $\pm 2.58$ . This test aimed to assess whether the data employed exhibited a normal distribution. The results of this normality test are presented in the table below:

Table 5. Normality Test

Variable	Min	Max	Skew	CR.	Kurtosis	CR.
Y.5	1,000	5,000	1,316	6,582	1,393	3,484
Y.4	1,000	5,000	1,425	7,123	1,655	4,138
Y.3	1,000	5,000	1,341	6,707	1,482	3,705
Y.2	1,000	5,000	1,417	7,084	1,752	4,379
Y.1	1,000	5,000	1,422	7,112	1,666	4,166
X2.5	1,000	5,000	-1,811	-9,056	3,375	8,436
X2.4	1,000	5,000	-1,665	-8,325	2,906	7,266
X2.3	1,000	5,000	-1,906	-9,532	4,185	10,462
X2.2	1,000	5,000	-1,786	-8,928	3,499	8,746
X2.1	1,000	5,000	-1,786	-8,932	3,350	8,375
X1.6	1,000	5,000	-1,555	-7,774	2,644	6,610
X1.5	1,000	5,000	-1,626	-8,128	2,933	7,331
X1.4	1,000	5,000	-1,553	-7,767	2,767	6,919
X1.3	1,000	5,000	-1,560	-7,802	2,764	6,910
X1.2	1,000	5,000	-1,613	-8,064	3,085	7,713
X1.1	1,000	5,000	-1,712	-8,558	3,645	9,113
<b>Multivariate</b>					<b>9,503</b>	<b>2,425</b>

Source: Results of Researcher Data Processing, 2023 (*Output AMOS 26*)

The multivariate normality test statistic reported as 2.425, is satisfactory. This figure below the threshold of  $\pm 2.58$  indicates that the data analyzed in this study does not show

deviations from a normal distribution. This discovery is joyous as it fulfills the normality assumption for Structural Equation Modeling (SEM) techniques.

### Goodness of Fit Model Test

This analysis looks at incremental fit indicators mentioned in Table 6. Although the Chi-square (CMIN) statistic is not statistically significant ( $p = 0.061$ ), it goes beyond the recommended threshold for fit, so considering it in conjunction with indicators is crucial. The low CMIN/DF ratio (1.226) and satisfactory values for RMSEA (0.039) and RMR (0.017) indicate a fit. The model demonstrates strengths in the fit measures. All NFI, TLI, CFI, RFI and IFI scores exceed the 0.90 standard, suggesting an alignment between the model and the data. This implies that the model accounts for a portion of the variability in the data compared to a baseline model with no inter-variable relationships.

Although the AGFI index falls below the 0.90 thresholds for fit at 0.877, other fit indices offer robust support for an acceptable model quality. Furthermore, PNFI (0.811) and PGFI (0.674) values are within ranges, indicating that the model balances between fitting well and avoiding unnecessary complexity.

Table 6. Goodness of Fit Model Test

Goodness Of Fit Index	Cut off Value	Results	Criteria
<b>Absolute Fit Measure</b>			
CMIN (Chi-Square)	< 125,458	123,865	Good Fit
Probability	> 0,05	0,061	Good Fit
CMIN/DF	< 2	1,226	Good Fit
RMSEA	$\leq 0,08$	0,039	Good Fit
RMR	$\leq 0,10$	0,017	Good Fit
GFI	$\geq 0,90$	0,907	Good Fit
AGFI	$\geq 0,90$	0,877	Marginal Fit
<b>Incremental Fit Measures</b>			
NFI	$\geq 0,90$	0,964	Good Fit
TLI (NNFI)	$\geq 0,90$	0,992	Good Fit
CFI (RNI)	$\geq 0,90$	0,993	Good Fit
RFI	$\geq 0,90$	0,957	Good Fit
IFI	$\geq 0,90$	0,993	Good Fit
<b>Parsimonious Fit Measures</b>			
PNFI	0,60- 0,90	0,811	Good Fit
PGFI	0-1	0,674	Good Fit

Source: Results of Researcher Data Processing, 2023 (*Output AMOS 26*)

### Causal Analysis (Structural Equations)

The final stage of SEM analysis involves interpreting the path coefficients and R-squared values to understand the relationships between the variables (Hair et al., 2019). The path coefficient represents the standardized effect of one variable on another, while R-squared indicates the proportion of variance in the endogenous variable explained by the model.



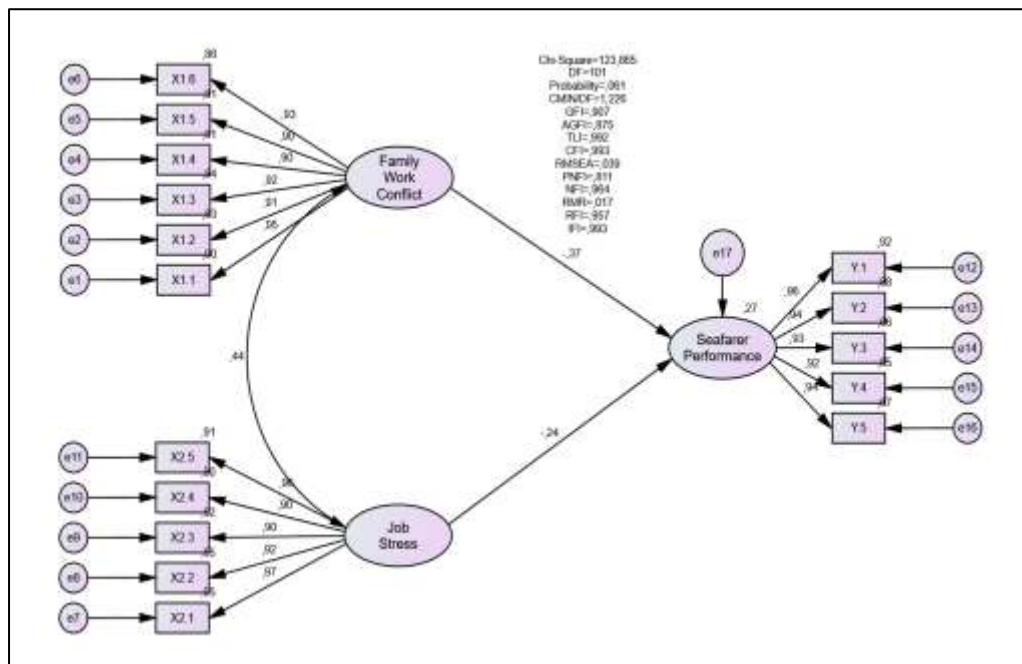


Figure 1 . Result Analysis SEM (*Output AMOS 26*)

Table 7. Recapitulation of Structural Equations

Variable	Standardized Coefficient	R Square
Seafarer Performance <-- Family Work Conflict	-0,367	0,267
Seafarer Performance <--Job Stress	-0,235	

Source: Results of Researcher Data Processing, 2023 (*Output AMOS 26*)

The correlation between family work conflict and seafarer performance shows a trend (0.367), indicating that seafarer performance tends to decline as family work conflict rises. This aligns with our expectations. Implies that seafarers facing family work conflict may exhibit reduced performance levels. The R squared value of 0.267 suggests that family work conflict accounts for 27% of the variability in seafarer performance. Similarly, the connection between job stress and seafarer performance also displays a pattern (0.235), suggesting that higher job stress levels are associated with performance among seafarers.

### Hypothesis Testing

#### Hypothesis Testing of the Direct Effect of Exogenous Variables on Endogenous Variables

Examining the regression weight's critical ratio is how testing is done. The researcher's hypothesis test is as follows:

Table 8. Regression Weights Hypothesis Testing: (Group number 1 - Default model)

			Estimate	SE.	CR.	P	Label
Seafarer Performance	<---	Family Work Conflict	-,433	,097	-4,462	***	par_2
Seafarer Performance	<---	Job Stress	-,254	,088	-2,890	,004	par_3

Source: Results of Researcher Data Processing, 2023 (*Output AMOS 26*)

## **The Impact of Family-Work Conflict on Seafarer Performance**

The connection between family-work conflict and seafarer performance is associated with a coefficient of 0.433, confirming our understanding and backing the idea that family-work conflict adversely affects seafarer performance. The critical ratio (CR) of 4.462 and a p-value of 0.000 (than the alpha level of 0.05) offer compelling statistical support for this assertion. These results echo past studies that emphasize the impact of work-family conflict on employee performance (An et al., 2020). When seafarers confront levels of conflict between their work responsibilities and family commitments, it can result in stress, distractions and a lack of concentration on their job tasks, ultimately impeding their effectiveness.

The correlation between job stress and seafarer performance shows a negative path coefficient of 0.254, indicating a trend. With a ratio (CR) of 2.890 and a p-value of 0.004, the evidence reinforces that job stress significantly hampers seafarer performance. This observation is consistent with Demerouti et al. (2001), who revealed that job stress affects employee performance. Seafarers under high job stress levels may struggle with fatigue, reduced motivation and difficulty focusing, ultimately leading to decreased work efficiency.

Hypothesis testing results strongly support the associations between family-work conflict, job stress and seafarer performance. These findings enhance our comprehension of factors influencing seafarer productivity. Emphasize the importance of implementing strategies to alleviate work-family conflict and job-related stress within this workforce.

### **Direct Effect of Job Stress on Seafarer Performance**

The findings from the hypothesis test indicate a link between job stress and seafarer performance, showing that as job stress increases, seafarer performance typically decreases. The statistical analysis reveals a path coefficient of 0.254, supporting this relationship. Additionally, these results are further validated with a ratio (CR) of 2.890 and a p-value of 0.004 (below the alpha level of 0.05)

The findings align with the study by Wright and Cropanzano (2000), which emphasized that job stress plays a role in causing employee burnout. Burnout marked by exhaustion, cynicism and reduced effectiveness (Maslach et al., 2001) can significantly impede an employee's ability to fulfill their job responsibilities efficiently. Seafarers experiencing levels of job stress are prone to burnout, which leads to decreased performance via channels.

## **Conclusion**

The research examined how family work conflict and job stress affect the performance of seafarers. The results indicate that both factors have an effect. Seafarers facing increased family work conflict or job stress tend to show decreased performance levels. These findings help us grasp the elements that impact the performance of seafarers. Addressing work-family conflicts and job stress among seafarers is vital to ensure a productive team. Implementing stress management programs, enhancing working environments and advocating for healthy work-life balance can yield positive outcomes.

Nevertheless, it is crucial to recognize the constraints of this research. The study depended on information provided by the participants themselves, which personal biases could influence. Furthermore, the research concentrated on a particular group of seafarers, potentially restricting the applicability of the results. In the future, researchers could delve into other aspects impacting seafarers' performance, like different leadership approaches, company culture and training initiatives. Following seafarers over a while in longitudinal studies could offer valuable perspectives. By grasping the intricate web of influences on seafarer performance, stakeholders can devise better tactics to enhance workforce satisfaction and performance levels.

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