



THE IMPACT OF PSYCHOLOGICAL CAPITAL ON NURSES' PERFORMANCE: THE MEDIATING ROLE OF PSYCHOLOGICAL WELL-BEING AND WORK-FAMILY CONFLICT

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Abstrak

Tujuan dari penelitian ini untuk mengetahui pengaruh modal psikologis, kesejahteraan psikologis, dan konflik pekerjaan-keluarga pada kinerja perawat, baik secara langsung ataupun menggunakan mediasi, yakni kesejahteraan psikologis dan konflik pekerjaan-keluarga. Data dikumpulkan dari 99 perawat di instalasi rawat inap Rumah Sakit Umum Daerah Ungaran dengan menggunakan kuesioner. Analisis data menggunakan uji partial dan uji path untuk mengetahui pengaruh antar variabel. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara modal psikologis pada kinerja, modal psikologis pada kesejahteraan psikologis, dan kesejahteraan psikologis pada kinerja. Hasil juga menunjukkan bahwa kesejahteraan psikologis dan konflik pekerjaan-keluarga memediasi pengaruh modal psikologis pada kinerja perawat. Namun, pengaruh modal psikologis pada konflik pekerjaan-keluarga, konflik pekerjaan-keluarga pada kinerja, dan konflik pekerjaan-keluarga pada kesejahteraan psikologis bernilai negatif dan tidak signifikan. Kesimpulan dari penelitian ini adalah untuk dapat meningkatkan kinerjanya, para perawat harus memiliki modal psikologis dan kesejahteraan psikologis. Selain itu, perawat juga harus dapat mengendalikan konflik pekerjaan-keluarga yang dialami.

Abstract'

The purpose of this research is to exam the influence of psychological capital, psychological well-being, and work-family conflict on nurse's performance directly or indirectly that mediated by psychological well-being, and work-family conflict. Data was collected from 99 nurse inpatient care installation Rumah Sakit Umum Daerah Ungaran by giving questionnaire. They were analyzed by using partial and path test in deciding the connection between variables in this study. The result of this study indicated that there was a significant positive effect on psychological capital and psychological well-being toward job performance, also psychological capital toward psychological well-being. The result also indicated that psychological well-being and work-family conflict mediate the effect of psychological capital toward nurse's performance. While, the effect work-family conflict toward nurse's performance, work-family conflict toward psychological well-being, and the effect of psychological capital toward work-family conflict showed negative result but there were no significant. In conclusion, this study proved that to increase their performance, the nurses must have psychological capital and psychological well-being. Also, the nurses must be managing their work-family conflict.

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INTRODUCTION

Organisation performance basically is influenced by employees' performance which leads to profitability and the success of organisation (Susanty & Miradipta, 2013 & Dewi & Martono, 2015). Performance is a result of work in certain periode alligned to various possibility, for example standards, targets/goals or previously determined criteria (Ghonyiah & Mansurip, 2011). Meanwhile, Ranihusna (2010) stated that performance is a result achieved by someone in carrying out the task for its ability, effort and opportunity.

Various factors are able to influence employee performance, such as psychological capital (PsyCap). The research of Luthans et al. (2008) showed that PsyCap can help the employees to create desired performances. It is caused by having confidence that contributes to succeed at multiple tasks, making an optimism for the success of work, and preserving towards hope in achieving the goals, as well as sustaining and bouncing back and even beyond (resiliency) to attain success (Luthans, 2010).

Employee with good PsyCap will influence his psychological well-being. (Morgan & Luthans, 2015) Employee with a good PsyCap can be identified by positive judgement on his life event which creating a feeling of psychological well-being within in (Morgan & Luthans).

Psychological well-being by employee will influence performance resulted (Hairudinor, 2014). Psychological well-being can improve the performance because the employee had psychological well-being tends to have a good self acceptance, a positive relationship to other parties, and good ability to control the surroundings (Hairudinor, 2014).

Besides, PsyCap had enables to reduce the conflict of family-work. The reason is that the employee having high level of psychological capital possess ability and confidence to carry out well the given task (Karatepe & Karadas, 2014)..

Study by Hanif and Naqvi, (2014), and Tewal and Tewal, (2014) showed that work and family conflict give impact on low performance result. Work-family conflict oftentimes happens because employee cannot share the time for work and family. As a result, the employee does not focus on his work which influence the performance.

On the other side, it is not only PsyCap that influences the performance created, but also the existence of psychological well-being and family-work conflict which enable to influence PsyCap on performance. Psychological capital had will influence the performance when employee perceives psychological well-being in workplace as well as ability to control family-work conflict occured (Polatci & Akdoğan, 2014).

For married employee, it is important to balance family and work life since family life can influence psychological well-being perceived (Sianturi & Zulkarnain, 2013). Employee happines is gained through interaction with important people in his circle, including family dan peers in his workplace (Sianturi & Zulkarnain, 2013).

Working as a nurse in inpatient care installation demanding hours of working and having working shift which leading to keep on duty in the night and weekend will limit the time to spend with family (Yildirim & Aycan, 2008 & Guntur, 2012). As a nurse, PsyCap presumably makes nurse: being confident in taking quick action to save patient life, having hope that all patients will be healed, having high optimist to cure patients, putting full effort to revive from adversity, such as inpatient who cannot be healed anymore (Luthans, 2010).

Based on those phenomena, this study has a purpose to examine the influence of PsyCap, psychological well-being, and work-family conflict on nurse performance, both directly and using mediator, that is psychological well-being and work-family conflict.

Hypothesis Development

Psychological well-being is various functions of individuals as human, such as having positive relationship with other people, competence, and meaning and purpose of life (Diener, et al., 2010). The psychological well-being perceived by nurses in the workplace can be influenced by many factors, one of which is psychological capital. This is because creating PsyCap is based on positive judgments of events occurring in the nurse, such as optimism that will be better than past events, having high confidence and passion to bounce back when get failed at present events, and having hopes and goals for future events.

Various positive judgments on these various events are capable of causing psychological well-being in nurses (Morgan & Luthans, 2015). This study was also supported by previous research (Avey et al., 2010; Polatci & Akdoğan, 2014 & Morgan & Luthans, 2015).

H1: Psychological capital has a positive and significant effect on psychological well-being of the nurse.

Netemeyer (1996) defines work-family conflict as an interrole conflict, ie when some responsibilities of work and family are not matched or as expected, thus affecting the responsibility of the family. Work-family conflicts can be experienced by men and women, although there are studies that suggest that women experience more work-family conflicts than men (Apperson et al., 2002). Women may experience work-family conflicts when they have to be wives, mothers, and employees simultaneously (Ranihusna & Wulansari, 2015). Men can experience conflicts when they have to fulfill their obligations and responsibilities to their work and family.

The results of Karatepe and Karadas (2014) research indicate that employees who have psychological capital will affect the low-

level of work-family conflicts experienced by employees. This is because, employees who have high psychological capital have the confidence and ability to solve problems and carry out tasks given well. Thus, employees can establish a balanced relationship between their work life and family life (Karatepe & Karadas, 2014). This research is also supported by previous research (Polatci & Akdoğan, 2014).

H2: Psychological capital has a negative and significant effect on the nurse work-family conflict.

PsyCap is the development of positive psychology of employees characterized by self efficacy, optimism, hope, and resilience (Luthans et al., 2007). PsyCap enables nurses to have confidence in performing various jobs, optimism for the success of their various tasks, to have hope of achieving all goals and to always make it happen, and to have resilience to revive after failing in their work (Luthans, 2010). This makes the nurse able to build positive thinking while working. The nurse will more easily run the various tasks given during the work when the nurse has a positive thought.

Research Luthans et al. (2008) indicates that the presence of PsyCap can help nurses in producing the desired performance. That is, when the PsyCap of the nurse increases, the nurse's performance will also increase. That condition makes the nurse to work maximally, and thus it can improve its performance. This is supported by research showing that PsyCap can improve performance (Tho et al., 2013; Polatci & Akdoğan, 2014; Kappagoda et al., 2014a; Kappagoda et al., 2014b; Kappagoda et al., 2014c).

H3: Psychological capital has a positive and significant effect on Nurse Performance.

Study by Hairudinor (2014) states that the existence of psychological well-being perceived by employees in the workplace can affect the resulting performance. Psychological well-being

can improve performance because nurses who have psychological well-being will tend to have a good level of self-acceptance, positive relationship to various parties, and ability to control the surroundings well (Hairudinor, 2014).

Study conducted by Hairudinor (2014) on nurses at several hospitals in South Kalimantan shows that psychological well-being had a positive and significant impact on the performance. This research is also supported by research conducted by Polatci & Akdoğan (2014). However, the results of Emerald and Genoveva (2014) studies actually show conversely, that is psychological well-being has no effect on employee performance. This study was conducted on middle-low employees. Well-being of the workplace is not a high priority for middle to low-level employees and the presence of psychological well-being perceived by employees will not affect the resulting performance.

H4: Psychological well-being has a positive and significant effect on nurse performance.

The imbalance of work and family life of a nurse will certainly have an impact on the resulting working outputs, such as achievement of performance during work. Work-family conflicts can occur because of the high pressure of work, the number of tasks of the organization often making nurses busy with their work. This makes the time to gather with families reduced, resulting in a conflict between a commitment as an employee and his responsibilities and obligations to the family (Poernomo & Wulansari, 2015). As a result, the nurse becomes less concentrated and does not focus on the work that affects the performance.

Studies conducted by Hanif and Naqvi (2014) on work-family conflicts, and their effect on employee performance indicate that work-family conflicts negatively affect employee

performance. These results are supported by previous research (Tewal & Tewal, 2014 & Poernomo & Wulansari, 2015). However, these results are inversely proportional to the results of research conducted by Nart and Batur (2013).

Study by Nart and Batur (2013) with a sample of teachers in Turkey shows that work-family conflict has no effect on performance. This is because at the time of the research, teachers are faced with the annual schedule of the final exam of graduation and the results of the exam is an indicator used to evaluate teacher performance. This makes teachers more focused on the job than their family (Nart & Batur, 2013).
H5: Work-family conflicts have a negative and significant effect on nurse performance.

Nurses who only have PsyCap will not be sufficient in achieving the expected performance. The sense of happiness felt by employees in the workplace also influencing the performance. PsyCap based on optimism—it will be better than past events, have the confidence and high spirits to bounce back when it fails at present events, and have hope and purpose for future events are the beginning of the creation Psychological well-being in the workplace (Morgan & Luthans, 2015). This is also supported by previous research (Avey et al., 2010; Polatci & Akdoğan, 2014 & Morgan & Luthans, 2015).

Meanwhile, nurses having psychological well-being will tend to have a good level of self-acceptance, having positive relationship to various people, and having ability to control the surroundings well, thus, able to improve their workplace performance (Hairudinor, 2014 & Polatci & Akdoğan 2014) . Ultimately, PsyCap will improve a nurse performance when she feels psychological well-being in the workplace (Polatci & Akdoğan, 2014).

H6: Psychological capital influences nurse performance through psychological well-being as a mediator.

Nurses will experience work-family conflicts when they are unable to balance the demands between work life and personal life (Poernomo & Wulansari, 2015). It means nurses will get difficulties to fulfill their role at home because of the disruption of their work in the organization or vice versa. However, employees who have work-family conflicts may not necessarily affect their physical and psychological health and potentially degrade performance. In recent years the organization has begun to aware that having more than one role can improve employee performance (Polatci & Akdoğan, 2014).

Polatci and Akdoğan research (2014) shows that there is an increase in employee performance having more than one role when employees have psychological capital. PsyCap will influence performance if the employee can control the work-family conflict experienced (Polatci & Akdoğan, 2014). Nurses with high PsyCap will have the confidence and ability to solve problems and carry out the tasks assigned. This enables the nurse to build a balanced relationship between work and family (Karatepe & Karadas, 2014).

H7: Psychological capital influences the performance of nurses with work-family conflicts as mediators.

For married nurses, family welfare will also affect their well-being in the workplace. Nurses should try to balance the demands and expectations between work and family, because life in the family can affect life in the workplace that affects the perceived psychological well-being (Sianturi & Zulkarnain, 2013). This becomes the indicator because work-family conflict is one of the factors contributing to the nurses' happiness in the workplace.

The nurse's happiness is characterized by positive relationship, gained through interaction with the important people around him, including his family and colleagues in his workplace (Sianturi & Zulkarnain 2013). This situation requires the nurse to always seek prosperity in the life of his family, thus happiness in the workplace can also be achieved (Sianturi & Zulkarnain 2013).

H8: Work-family conflicts have a negative and significant impact on the psychological well-being of nurses.

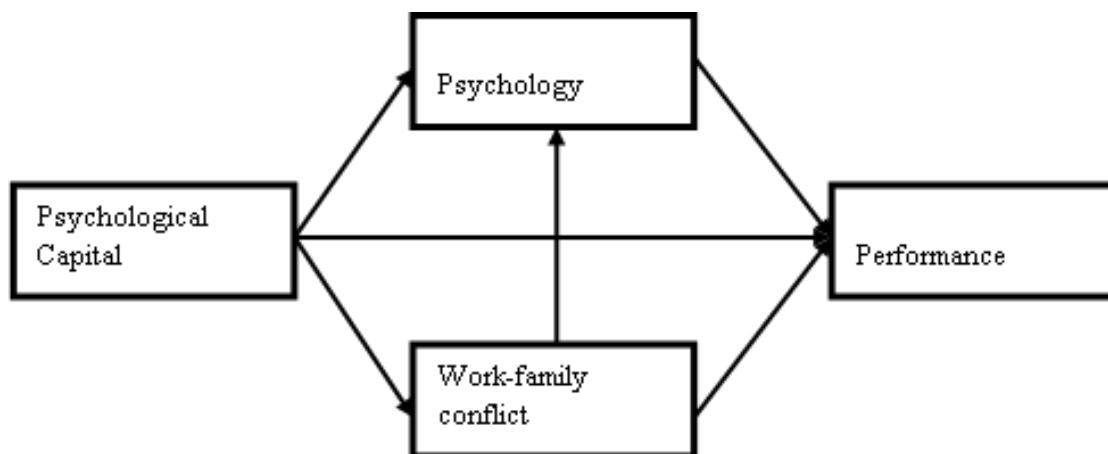


Figure 1. Research Model

METHOD

The population in this study were 131 nurses at the inpatient installation at Rumah Sakit Umum Daerah Ungaran. Probability random sampling technique with proportionate random sampling is used as sampling technique, which means sampling was conducted in every subpopulation in inpatient installation of Type C Rumah Sakit Umum Daerah Ungaran. Sampling used lottery, ie researchers have known the name of the nurse and make a draw. After that, the nurse whose name appears during the sweepstakes will be used as a sample. Based on the slovin formula, it was obtained 99 samples of nurses consisting of 9 rooms / wards, namely Orchid, ICU, Bougenvile, Mawar, Cempaka, Melati, Dahlia, Perinatologi, and Flamboyan.

The variables in this study were Psychological Capital (X) with 24 statements from Luthans (2007), Psychological Well-being (Y1) with 8 statements from Diener et al. (2010), Work-Family Conflict (Y2) uses 5 statements from Netemeyer et al. (1996), and Performance (Y3) using statements from Babin and Boles (1998). This study uses Likert Scale ranging from 1 = strongly disagree, to 5 = strongly agree.

RESULTS AND DISCUSSION

Respondents included in the study were 99 nurses. The respondents consisted of 8 nurses in the Orchid room, 10 nurses in the ICU room, 12 nurses in the Bougenvile room, 13 nurses in the

Mawar room, 11 nurses in Melati room, 13 nurses in the Dahlia room, 8 nurses in the Perinatology room, and 12 Nurses in the Flamboyan room.

Based on data processing, from 99 respondents, 13.1% are male, while 86.9% are female. 17.2% are aged 24-27 years, 20.2% are aged 28-31%, 25.3% are aged 32-35 years, 30.3% of respondents are over 36-39 years, As many as 3% are between 40-43 years and 48-51 years, while 1% are 52 years.

Respondents in Orchid room have a percentage of 8.1%, ICU is 10.1%, Bugenvil room is 12.1%, Mawar room is 13.1%, Dahlia room is 13.1%, Perinatology room is 8.1 %, and Flamoyan room is 12.1%.

Tests on the statement items used as a measuring tool in this study was done before hypothesis testing. The test results show that all statement items of the psychological capital, psychological well-being, work-family conflict, and performance variable have r value $>$ r table and it is positive. Thus, all items of the statement are declared valid. Based on the test results, it is noted that variable of psychological capital, psychological well-being, work-family conflict and performance have value of Cronbach Alpha $>$ 0,70. This suggests that all indicators used by variable of psychological capital, psychological well-being, work-family conflicts, and performance are reliable to be used as a variable measurement.

Hypothesis testing uses SPSS 21, with the results shown in the following table:

Table 1. The Impact of Psychological Capital on Psychological Wellbeing

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 20,407 | 4,925 | | 4,143 | ,000 |
| | X_totPsico | ,121 | ,050 | ,239 | 2,427 | ,017 |

a. Dependent Variable: Y1_totKesPsico

The Impact of Psychological Capital on Psychological Wellbeing

The first hypothesis (H1) in this study stating "Psychological Capital has a positive and significant impact on Psychological Well-being" is supported. This is based on the result of statistical partial test of psychological capital on psychological well-being with tcount value of $2,427 \geq t_{table} 1,985$ and with significance level of $0,017 \leq 0,05$. The results of this study are also supported by previous research stating that psychological capital is positively associated with psychological well-being (Avey et al., 2010; Polatci & Akdoğan, 2014 & Morgan & Luthans, 2015).

Various positive judgments on various events of life are capable of causing the emergence of psychological well-being in

employees (Morgan & Luthans, 2015). This is also in line with the research conducted by Avey et al. (2010) claiming that the psychological capital of employees is not only able to build positive organizational behavior, but also able to measure the psychological well-being perceived by its employees.

The results of this study indicate that the nurse in the installation always try to think positively in every situation, always have hope to be better in every opportunity and feel optimistic to make it happen, and always try to nurture the confidence to revive after experiencing the bad event or circumstance. Of course, this will make the nurses at the inpatient installation of Rumah Sakit Umum Daerah Ungaran able to feel prosperous psychologically in the workplace.

Table 2. The Impact of Psychological Capital on Work-Family Conflict

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 16,805 | 4,559 | | 3,686 | ,000 |
| 1 X_totPsico | -,073 | ,046 | -,159 | - | ,116 |
| | | | | 1,585 | |

a. Dependent Variable: Y2_totWFC

The Impact of Psychological Capital on Work-Family Conflict

The second hypothesis (H2) in this study stating that "Psychological Capital has a negative and significant impact on Work-Family Conflicts" is not supported. This is based on psychological capital partial test results on work-family conflict having a tcount of $-1.585 \leq t_{table} 1,985$ and significance level of $0.116 \geq 0.05$.

The results of this study contradict previous research stating that psychological capital has a negative and significant effect on family-work conflict (Karatepe & Karadas, 2014 & Polatci & Akdoğan, 2014). The results of

Karatepe and Karadas (2014) research indicate that employees who have psychological capital will affect the low-level of work-family conflicts experienced by employees. This is because, employees who have high psychological capital have the confidence and ability to solve problems and carry out well the tasks given. This situation allows employees to balance work and family life.

In this study psychological capital has no effect on work-family conflict, it is due to the arrangement of nurses work schedule causing all nurses to do overtime work at least once a week as part of his job. The schedule makes the nurse feel that work on a holiday is part of his regular

work schedule, and does not consider it as an additional job. This situation makes the nurses are not feeling disturbed for responsibility in the family (Yildirim & Aycan, 2008). It is also supported by interviews with several nurses showing that the nurses at the installation are

always trying to give understanding to their family about their work schedule which leads ability to balance their role in the family and in the hospital. Thus, the high level of psychological capital has no effect the work-family conflict experienced.

Table 3. The Impact of Psychological Capital, Psychological Well-being, Work-Family Conflicts on Nurse Performance

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|----------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 2,206 | 6,831 | | ,323 | ,747 |
| 1 X_totPsico | ,139 | ,062 | ,218 | 2,231 | ,028 |
| Y1_totKesPsico | ,264 | ,122 | ,209 | 2,159 | ,033 |
| Y2_totWFC | -,239 | ,132 | -,172 | -1,808 | ,074 |

a. Dependent Variable: Y3_totKinerja

The Impact of Psychological Capital on Performance

The third hypothesis (H3) in this study that states "Psychological Capital has a positive and significant impact on Nurse Performance" is supported. Supported of H3 is based on test that has been done and the t count is $2,231 \geq t_{table} 1,985$ with level of significance of $0,028 \leq 0,05$. The results of this study indicate that the psychological capital makes the nurse at the inpatient installation of Rumah Sakit Umum Daerah Ungaran has confidence in doing various jobs, optimistic about the success of various tasks, have hope to achieve all goals and always try to make it happen, and have resilience to bounce back after failing in his job.

That condition happens because nurses should have confidence in taking quick action either during ordinary care or in critical patient condition. In addition, nurses also should always have hope and confidence to be able to cure each patient. The presence of psychological capital also makes the nurses quickly rise from adversity when finding the patient treated is cannot be

helped anymore. The results of this study are also supported by research Tho et al., (2013), Polatci and Akdoğan, (2014), Kappagoda et al., (2014a), and Kappagoda et al. (2014b) stating that the PsyCap can influence the performance.

The Impact of Psychological Well-being on Performance

The fourth hypothesis (H4) in this study stating that "Psychological well-being has a positive and significant impact on Performance" is supported. This is based on the results of partial statistical tests of psychological well-being on the performance has a tcount value of $2.159 \geq t_{table} 1.985$ and with significance level of $0.033 \leq 0.05$. This situation has meaning if the nurses of inpatient installation of Ruah Sakit Umum Daerah Ungaran is not only physically prosperous, such as salaries, facilities, benefits, etc. But also able to feel well-being psychologically that ultimately can affect the performance.

The results of this study are also supported by previous research arguing for that

psychological well-being is positively and significantly related to performance (Hairudinor, 2014 & Polatci & Akdoğan, 2014). Psychological well-being can improve performance because nurses who have psychological well-being will tend to have a good level of self-acceptance, have positive relationship to various parties, and have ability to control the surroundings (Hairudinor, 2014). Hairudinor (2014) had conducted research on several hospitals in South Kalimantan. However, the results of this study contrasted with the results of research of Emerald and Genoveva (2014: 74) which actually shows the opposite result which of the psychological well-being does not influence the performance of employees.

This supported study indicates that the nurse in the installation always try to think positively in every situation, always have hope to be better in every opportunity and feel optimistic to make it happen, and always try to nurture the confidence to revive after experiencing the bad event or circumstance. Of course, this will make the nurses at the inpatient installation of Rumah Sakit Umum Daerah Ungaran able to feel prosperous psychologically in the workplace.

The Influence of Work-Family Conflict on Performance

The fifth hypothesis (H5) in this study that states "Work-Family Conflicts have a negative and significant impact on Performance" is not supported. This is based on the result of partial test of the work-family conflict on performance which has a tcount value of $-1.808 \leq t_{table} 1.985$ and significance level of $0.074 \geq 0.005$. Unsupported H5 means that family-work

conflicts do not have impact on nurse performance.

The results of this study contradict the results of Hanif and Naqvi (2014) and Tewel and Tewel (2014) examining on family-work conflicts, and their effect on employee performance. Studies conducted by Hanif and Naqvi (2014) and Tewel and Tewel (2014) show that work-family conflict negatively affects employee performance. This suggests that the smaller the work-family conflicts experienced, the more likely it will improve employee performance in the workplace.

However, the results of this study are supported by previous research (Nart & Batur, 2013) stating that family-work conflicts have no effect on performance. A study of 266 principal teachers in schools in Turkey shows that work-family conflict has no effect on teacher performance. Since during the research, teachers were faced with an annual schedule of final exams and the results of the exams become indicators used to evaluate teacher performance. This makes teachers more focused on the job rather than their family (Nart & Batur, 2013).

The condition of research result stating that the existence of work-family conflict will not affect the resulting performance because the family has been given understanding about the job of being a nurse with all kinds of consequences. In addition, the nurse also has trusted somebody to assist him in taking care the needs of his children at home. This enables the nurse to be more focus on doing the job as a nurse, thus producing the desired performance.

Table 4. Direct and Indirect Coefficient Value on Variable of Psychological Capital, Psychological Well-Being, and Work-Family Conflict on Performance

| Variabel | Pengaruh | Kesejahteraan Psikologis | Konflik Pekerjaan-Keluarga | Kinerja | Total Pengaruh |
|-----------------------|----------------|--------------------------|----------------------------|---------|----------------|
| Modal Psikologis (X1) | Langsung | - | | 0,218 | 0,218 |
| | Tidak Langsung | 0,239 | | 0,209 | 0,049 |
| | Total | - | | - | 0,267 |
| Modal Psikologis (X1) | Langsung | | - | 0,218 | 0,218 |
| | Tidak Langsung | | -0,159 | -0,172 | 0,027 |
| | Total | | - | - | 0,245 |

The Impact of Psychological Capital on Performance through Psychological Well-being as the Mediator

The sixth hypothesis (H6) stating that "Psychological Capital influences performance through psychological well-being as mediator" is supported. This is based on the standard value of beta coefficient standard that has been done before, it can be seen that the value of direct path coefficient (0.218) < the total value of indirect path coefficient (0.267). These results indicate that psychological well-being variables are able to mediate the influence of PsyCap on performance. That is, the PsyCap owned by the nurses at the inpatient installation of Rumah Sakit Umum Daerah Ungaran able to influence the psychological well-being perceived to ultimately affect the resulting performance.

Based on the test results, it is proven that the PsyCap possessed can affect the performance of the nurses at the inpatient installation of the Rumah Sakit Umum Daerah Ungaran, but indirectly. The sense of psychological well-being will also affect PsyCap on the resulting performance. The test results show that the PsyCap can affect the performance when the nurses at the inpatient installation of Rumah Sakit Umum Daerah Ungaran are able to feel prosperous not only physically, such as adequate salary and allowances. But also able to feel well-being psychologically that ultimately can affect the resulting performance. The results of this study supported by research which conducted by Polatci and Akdoğan (2014) show that PsyCap will improve individual performance when

perceiving the psychological well-being in the workplace.

The Influence of Psychological Capital on Performance through Work-Family Conflict as the Mediator

The seventh hypothesis (H7) which states "Psychological Capital Influences Performance through Work-Family Conflict as the mediator" is supported. This is based on the value of beta coefficient standard that has been done before, it can be seen that the value of direct path coefficient (0.218) < the total value of indirect path coefficient (0.245). These results indicate that the work-family conflict variable is able to mediate the influence of psychological capital on performance. That is, the psychological capital owned by the nurses at the inpatient installation of Rumah Sakit Umum Daerah Ungaran is able to minimize the work-family conflicts experienced to ultimately affect the resulting performance.

Based on the test results, it is proven that PsyCap possessed can affect the performance of the nurses at the inpatient installation of Rumah Sakit Umum Daerah Ungaran, but indirectly. The conflict between work and the family experienced will also influence PsyCap on the resulting performance. The test results show that the PsyCap can affect the performance when the nurse at the inpatient installation of Rumah Sakit Umum Daerah able to balance his role, both at work and his role as a member of the family. The results of this study which supported by research conducted by Polatci and Akdoğan (2014) show

an increase in employee performance, which has more than one role, can occur when employees have PsyCap. PsyCap will affect performance if the employee can deal with the work-family conflict experienced (Polatci & Akdoğan, 2014).

When nurses have high level of PsyCap, it will encourage nurses to minimize work-family conflicts. This is because the high PsyCap will

have the confidence and ability to solve problems and carry out the tasks assigned. This condition is able to make the nurse building a balanced relationship between work and family (Karatepe & Karadas, 2014). This is what causes the nurse to focus on work, to obtain the desired performance..

Tabel 5. Pengaruh Konflik Pekerjaan-Keluarga Pada Kesejahteraan Psikologis

| | | Coefficients ^a | | | | |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 33,142 | 1,119 | | 29,613 | ,000 |
| | Y2_totWFC | -,084 | ,111 | -,077 | -,758 | ,450 |

a. Dependent Variable: Y1_totKesPsico

The Impact of Work-Family Conflict on Psychological Well-Being

The eighth hypothesis (H8) in this study that states "Work-Family Conflicts have a negative and significant impact on Psychological Well-being" is not supported. This is based on the results of partial statistical test of work-family conflict on psychological well-being has a tcount value of $-0.758 \leq t_{table} 1.985$ and significance level of $0.450 \geq 0.05$. The unsupported H8 means that the work-family conflict on psychological well-being has no effect. Whether or not the work-family conflict experienced by the nurse will not disturb the psychological well-being perceived in the workplace.

The results of this study contradict the results of research from Vallone and Donaldson (2001), Sianturi and Zulkarnain (2013), and Golkarparvar et al. (2014) which states that family-work conflict has a negative and significant impact on psychological well-being. It is indicated because the work-family conflict is one of the factors contributing to the nurses' happiness in the workplace. The nurses'

happiness is characterized by the creation of a positive relationship, gained through interaction with important people around him, including his family and colleagues in his workplace (Sianturi & Zulkarnain 2013).

The result of this study not supported indicates that the nurses at the inpatient installation of Rumah Sakit Umum Daerah Ungaran able to balance work and family life. This situation indicates that his work as a nurse is not a barrier to reduce the togetherness with the family. Although there are shifts in the work, but the nurses still have enough time to gather with the family. This situation has been bridged by the management of the hospital which provides the nurse's policy of filling the holiday request sheet before making the work schedule. It is also supported by the ease of exchanging work shifts with other nurses in certain circumstances.

The results of this study indicate that work-family conflicts do not have impact on psychological well-being. This is because the nurse must be able to work in a team. Collaboration in health teams is very important,

because each nurse has different knowledge, skills, expertise and experience. The work team exists because health services is not possible done by single medical personnel that can reduce the factor of mistakes in providing health services. In addition, the existence of work teams can also lead to the creation of good relationships among fellow nurses. This is the reason why each nurse to easily exchange shifts with other nurses when there is an urgent need.

This situation then causes the nurse to feel comfortable and happy in the workplace. This is also supported by the research of Sianturi and Zulkarnain (2013) which shows that good relationships with colleagues in the work environment can affect individual psychological well-being. Further Arafa et al. (2003: 319) argue that other nurse support and work experience can affect the level of psychological well-being that nurses feel during the work. Thus, whether or not work-family conflict experienced by nurses will not affect the psychological well-being perceived by the nurses at the inpatient installation of the Rumah Sakit Umum Daerah Ungaran.

CONCLUSIONS AND RECOMMENDATIONS

The conclusion of this research is that PsyCap is one important factor of nurses in influencing the resulting performance. In addition, PsyCap can also influence the psychological well-being perceived by nurses. Psychological well-being and work-family conflict is proven to mediate the influence of PsyCap on nurse performance. However, PsyCap has no effect on family-occupational conflict, as well as family-work conflicts have no effect on the performance and psychological well-being of nurses in the workplace.

Suggestions that can be given by researcher to management of Rumah Sakit Umum Daerah Ungaran is to make policy that able to increase PsyCap of its nurses, such as conducting training to stimulate PsyCap of the nurse, giving direction to always keep harmonious relationship, either

with co-worker or with patients and their families, as well as providing more flexible working hours and overtime hours. Limitations of this study is that researchers only examined two mediations, namely psychological well-being and work-family conflict. The various factors that can mediate the influence of psychological capital on performance will be scrutinized in future research. Suggestions for future research are to add other variables that can influence the influence of PsyCap on performance, such as work attitude and work value. In addition, researchers also need to research on other industries / businesses, such as the marketer.

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