



The Influence of Multiple Roles on the Performance of Female Employees

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Abstract

Performance is something that should be owned by everyone who works, both women and men. The performance of female employees in a company is influenced by various factors such as multiple roles. Therefore, the purpose of this study is to determine the effect of multiple roles on employee performance. This research methodology is a causal associative with a quantitative approach. Respondents in this study were 48 employees of LPP RRI Bengkulu who were taken by total sampling technique. Methods of data analysis in this study using multiple regression. The research results are as follows: 1). Multiple roles have a positive and significant effect on the performance of female employees, 2). The dual role affects the performance of female employees by 26% and 74% is influenced by variables outside of this study.

Keywords: *Multiple Roles; Employee Performance; Female*

1. Introduction

In the era of the industrial revolution today we know that women also play an important role in work. Women are not only housewives but workers as well, where working women and housewives play a dual role in their lives. According to Rosita (2014), working women face complex situations that place their position between family interests and the need to work. The more married couples work together to work, the bigger this will increase the dual role. Research conducted by Handayani (2012) stated that role conflict plays an important role in the performance of female employees. Research conducted by Rahmadita (2013) and Rosita (2014) found that multiple roles have a positive and significant effect on the performance of female employees.

Based on the phenomenon that occurs and several research results, the dual role of female employees plays an important role in a job, when a company has improved the performance of its employees, the company is easier to influence society in buying its products because each individual or society is impulsive (Efendi, Indartono, & Sukidjo, 2019). Thus it can be seen that multiple roles have a relationship to employee performance. So the purpose of this study is to determine the effect of multiple

roles on employee performance. So that in the future it can contribute to decision making in companies and governments in order to achieve the best common goals.

Multiple Role

Female employees are known to have multiple roles, where they act as members of the organization that is run and also as housewives who manage family affairs (Handayani 2008). According to Syah (2004) women as housewives have a role as 1). Whole as a housewife, and 2). Which has multiple roles. The involvement of women in a job is influenced by various factors including 1). economic pressure, 2). a very supportive family environment at work, for example, they are accustomed to helping people around them who work in home industries, and 3). there are no other job opportunities that match his skills. It is the conditions of poverty that encourage women to take over the economic responsibilities of the family.

In various ways, women play an active role in increasing income. Types of dual role conflicts, namely: 1). Time-based conflict. 2). Strain-based conflict, 3). Behavior-based conflict (Rahmadita, 2013). Meanwhile, the dual role indicators are as follows: 1). Pressure as a parent, 2). Marriage pressure, 3). Lack of involvement as a wife, 4). Work intervention (Rahmadita, 2013).

Employee performance

Performance is what employees do, performance affects how much they contribute to the organization (Rosita, 2014). According to Lengkong et al (2019) Performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision, and mission of the organization as outlined in the strategic planning of an organization. According to (Efendi et al, 2020) performance is a result of the implementation of job duties and responsibilities that have been given by the organization. Performance is a task fulfillment that shapes employee attitudes (Byars and Leslie, 2000). Meanwhile, according to Efendi (2020) performance is a function of motivation and abilities displayed in the behavior of each individual.

Employee performance according to Wirawan (2009) is influenced by various factors, namely: 1). Internal employee factors, 2). Internal organizational factors, 3). Organizational external factors. Performance is influenced by educational factors (Kotur and Anbazhagan, 2014). It is known that performance has several indicators, according to Mitchell and Larson (1987), stating that there are five performance indicators, namely: 1). Quality of work, 2). Communication, 3). Timeliness, 4). Ability, 5). Initiative. Meanwhile, according to Mathis and Jackson (2006) performance indicators are measured based on quantity, quality, timeliness, attendance, and cooperation. According to Schuler and Jackson (1996) performance appraisal refers to a formal and structured system that measures.

2. Research Framework and Hypothesis

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Research conducted by Rahmadita (2013) found that multiple roles have a positive and significant effect on the performance of female employees. Research conducted by Rosita (2014) found that multiple roles have a positive and significant effect on female employee performance. Research conducted by Ismiati (2019) and Wahab et al (2019) found that multiple roles have a positive and significant effect on the performance of female employees. Meanwhile, research by Ratnawati et al (2020) and Pangastuti et al (2020) found that employee performance is influenced by work motivation, be it from family, husband, and children.

H₁: Multiple roles have a positive and significant effect on the performance of female employees.

Based on various theoretical explanations, research findings, and the development of hypotheses regarding the effect of multiple roles on employee performance. Then the research framework in (Figure 1) is as follows:



Figure 1. Research Framework

3. Methodology

This research uses a type of causal associative research with a quantitative approach, where associative causal is research that looks for the cause and effect of each variable in a study, according to Sugiyono (2015) Causal associative is research that looks for cause and effect between independent variables and dependent variables. while the quantitative approach is to transfer research data into a numerical form or extrapolated qualitative data. The data analysis method used in this research is Multiple Regression. The population in this study were 48 employees of LPP RRI Bengkulu. The sampling technique used total sampling, where the number of respondents below 100 was the research subject (Arikunto, 2010: 112).

4. Findings

The analysis in this research is by using descriptive statistics and multiple regression. The results of data analysis in this study are as follows:

Table 1. Respondent Characteristics

Variable	Characteristics	Frequency	Percentage (%)
Gender	Female	48	100
Age	20-25 Years	15	31
	26-30 Years	20	42
	31-36 Years	13	27
Status	Married	15	31
	Single	33	69
Education	Senior High School	10	21
	Diploma	15	31
	Undergraduate	23	48
Work Experience	1-5 Years	18	38
	6-10 Years	23	48
	11-15 Years	7	14

Source: Primary Data Processed

Tabel 2. Hasil Analisis Regresi

Variable	Koef. Regression (B)	T Statistic	Sig.
Multiple Roles	0.729	4.016	0.000
Constant	18.755		
R	0.509		
R ²	0.260		
F Statistic	16.125		
Sig	0.000		

Source: Primary Data Processed

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Based on the results of the regression analysis, it is known that multiple roles have a positive effect on employee performance, shown in the regression coefficient value of 0.729. At the 5% significance level, it is known that the t value is 4.016 with a significance of 0.000. With these results, the first hypothesis can be accepted that multiple roles have a positive and significant effect on the performance of female employees.

R Square Determination Coefficient (R²)

The coefficient of determination R Square is used to show how much the percentage of multiple role variables in influencing the performance variable of female employees. The results of multiple regression analysis show that the coefficient of determination R² has a value of 0.260 or it can be said that 26% of female employee performance is influenced by multiple role variables. While the remaining 74% is influenced by variables outside this study.

5. Discussion

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Based on the research results that have been analyzed, there is a positive and significant influence between the multiple roles on the performance of female employees. This is indicated by the regression coefficient value of 0.729. At the 5% significance level, it is known that the t value is 4.016 with a significance of 0.000. So it can be concluded that the higher the dual role, the higher the performance of female employees. Conversely, the lower the multiple roles, the lower the female employee's performance.

With the results of research showing that multiple roles have a positive and significant effect, this supports research conducted by Rahmadita (2013) which found that multiple roles have a positive and significant effect on the performance of female employees. Research conducted by Rosita (2014) found that multiple roles have a positive and significant effect on female employee performance. Research conducted by Ismiati (2019) and Wahab et al (2019) found that multiple roles have a positive and significant effect on the performance of female employees.

Meanwhile, research conducted by Pangastuti et al (2020) and Ratnawati et al (2020) found that employee performance is influenced by work motivation. Research conducted by Iptian et al (2020) found that employee performance is affected by work discipline and compensation. Things that are also related to a person's dual role in work are influenced by emotional, intellectual, and spiritual (Pangestu et al, 2020), by having good spiritual abilities someone in the company can influence the factors of consumer purchase intentions through the products produced (Efendi, 2020)

R Square Determination Coefficient (R²)

The results showed that there was a positive and significant influence between multiple roles on the performance of female employees. This is indicated by the results of the test results with the F test which obtained the calculated F value of 16,125 with a significance value of F of 0,000 or F <0.05. The coefficient of determination R Square is used to show how much the percentage of multiple role variables in influencing the performance variable of female employees. The results of multiple regression analysis show that the coefficient of determination R² has a value of 0.260 or it can be said that 26% of the multiple roles affect the performance of female employees. While the remaining 74% is influenced by other variables outside of this study. Based on this, it is also known that the performance of female employees is one of the keys to the success of a job.

Conclusion

Based on the results and discussion in the research, we can conclude that; 1). Multiple roles have a positive and significant effect on the performance of female employees, 2). The dual role affects the performance of female employees by 26% and 74% is influenced by variables outside of this study. Together with the limitations of this study, it is hoped that it can become a reference material for further research in the future.

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