

ABSTRACT

The increasing phenomenon of burnout among female employees in Indonesia has become a critical issue in human resource management. Women who perform dual roles as professionals and family members often experience high emotional pressure. Work-Family Conflict (WFC) and job stress are identified as key factors that may exacerbate burnout. Poorly managed burnout negatively affects productivity, psychological well-being, and long-term employee performance.

This study aims to examine the influence of WFC and job stress on burnout among female employees in Indonesia. The research primarily investigates how conflicts between work and family roles, along with job-related stress, contribute to emotional and physical exhaustion. It also provides empirical evidence that supports the need for gender-responsive policies in organizational practices.

A quantitative approach was adopted using a cross-sectional design. Data were collected via an online survey distributed through Google Forms to 180 female employees from various industries in Indonesia. The data analysis employed Structural Equation Modeling based on Partial Least Square (SEM-PLS) with SmartPLS software version 4.1.1.2 to assess the relationships among variables.

The results show that both Work-Family Conflict and job stress have a positive and significant effect on burnout. This implies that the higher the level of conflict and stress experienced, the greater the risk of burnout. These findings emphasize the importance of organizational support in addressing work-life balance, particularly for women with dual responsibilities.

This study contributes to the development of human resource management theory and provides practical implications for workplace policies. Organizations are encouraged to implement flexible work arrangements, enhance social support, and offer stress management programs. Future research is recommended to explore protective factors that can reduce the risk of burnout among working women.

Keywords: *Work-Family Conflict, Job Stress, Burnout, Female Employees*