
The conflicting women's dual roles in banking: the consequences in their career and performance

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Keywords

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Abstract

This study aims to explain the dual-role conflicts experienced by banking female employees and how the dual-role conflict has implications toward the performance and development of their career. This study uses a causal design that measures how a variable affects other variables, using cross sectional data (a point of time). The population of this study is all employees of state-owned banks in Ambon City (Bank Mandiri, Bank BTN and Bank BNI). The data were collected through questionnaires, and the data collected through the questionnaire was processed using statistical analysis i.e. path analysis with the Partial Least Square (PLS) measurement after the condition after the goodness of fit of the research instrument was met. Based on the results of the analysis within this study, it can be concluded that dual-role conflicts have a direct and significant influence on an employee's performance. Dual-role conflicts have a direct and significant influence on career development. Dual-role conflicts have an indirect effect, but not significant, on career development through performance. In this study, the results of the analysis showed that dual-role conflicts negatively affect the performance and career development. This research's originality compared to previous researches lies in the path analysis model by using two endogenous variables; career performance and development; and one exogenous variable, dual-role conflicts. A test was also conducted to determine the direct or indirect influence with the PLS approach.
