THE EFFECT OF FAMILY-SUPPORTIVE SUPERVISING BEHAVIOR (FSSB) ON EMPLOYEE ENGAGEMENT THROUGH WORK INTERFERENCE WITH FAMILY (WIF) AND FAMILY INTERFERENCE WITH WORK (FIW)
(Study on Nurse of RS Tentara Tk. IV Wirasakti Kupang City)

Antonius Ewaldo Primus Pareira
Tri Wulida Afrianty
Fakultas Ilmu Administrasi
Universitas Brawijaya
Malang

Email : antoniusepareira@gmail.com

ABSTRACT

This research was conducted to observe the direct effect of family-supportive supervisory behavior (FSSB) on work interference with family (WIF), family interference with work (FIW) and employee engagement. Moreover to observe the indirect effect of family-supportive supervisory behavior (FSSB) on employee engagement through work interference with family (WIF) and family interference with work (FIW). This research is an explanatory research with quantitative approach used path analysis method. The result shows that (1) family-supportive supervisory behavior (FSSB) has significant effect on work interference with family (WIF) (2) family-supportive supervisory behavior (FSSB) has significant effect on family interference with work (FIW) (3) family-supportive supervisory behavior (FSSB) has significant effect on employee engagement (4) family-supportive supervisory behavior (FSSB) has not significant effect on employee engagement through work interference with family (WIF) (5) family-supportive supervisory behavior (FSSB) has significant effect on employee engagement through family interference with work (FIW).

Keywords: Family-Supportive Supervisory Behavior (FSSB), Work Interference with Family (WIF), Family Interference with Work (FIW), Employee Engagement.
INTRODUCTION
Hospital is an organization engaged in the field of service health and support for referrals from basic health services, such as Community Health Centers or in Indonesian context called Pusat Kesehatan Masyarakat (pkesmas). Hospitals, both state-owned and private, must maintain the quality of service to the community. One of the efforts to maintain the quality of service is to pay attention to the employee engagement of nurses. Nurses are professionals who have the important role on hospital’s services. The nurse has a role which involves direct contact with the patient as a consumer of hospital.

Nurse is a profession that should have commitment and high responsibility character because it concerns with people’s health. Nurses’ working hours making them work day and night through the shifting of shifts are often thought to have triggered a work-family conflict. According to Darmayana (2017) doctor and nurse are ones of profession who keep working while on holiday. The nurse’s responsibilities are considered to be a heavy burden. According to Wilson et al (2007) work-family balance may become more difficult with work-shift system than not with work-shift system. This shows nurses with responsibility and large workloads with family responsibilities to make work-family conflicts the nurse face is high.

According to Maslow’s Hierarchy of Needs (in Dessler 2016: 315) one of the basic human needs is love and belonging need. The need is the need for trust and acceptance, receiving and giving affection and love. One of them is spending time with family, humans tend to spend time with family as their closest person. With the rapid economic development and competition in the world of work the higher the workload will be higher also for employees.

Due to the increasingly heavy workload, nurse are increasingly occupying jobs and roles in families where they must be able to align performance in family roles and productivity in his job. Conflict role here occurs because the employee or nurse has imbalance between the role of work and the family may increase because a person is required to meet family demand and job demand. Conflict such as dual roles are often referred to as work family conflict. Greenhaus and Beutell in Ru Hsu (2011) defined work-family conflict as a form of inter-role conflict in which the role of pressures from work and family domains is mutually incompatible in some respect. That is, participation in the work (family) role is made more difficult by virtue of participation in the family (work) role.

Ohta et al (2011) explain inter-role conflict is experienced when pressures arising in one role are incompatible with pressures arising in another role. Work-Family Conflict increases when the time demanded by family competes with work activities and when a person is unable to adjust behavior to comply with the expectations of different roles. According to Linggard et al (2007) work-family conflict has been consistently linked to negative outcomes for individuals, families and employing organizations. For example, work interference with family has been associated with job dissatisfaction, life dissatisfaction, intention to turnover, general well-being, psychological strain, psychiatric disorders, employee productivity and substance abuse. Ohta et al (2011) added work-family conflict increases when the time demanded by the family competes with work activities and when the person is unable to adjust the behavior to comply with the expectations of different roles. Work family conflict has negative effects on workers’ health and productivity.

Greenhaus and Beutell in Ohta et al (2011) make the distinction between family work conflicts (work family conflict) and family work conflict. Some studies tested the work of family conflict in two dimensions. According to Ohta et al (2011) , first called the work interference with family (WIF), this conflict can grow from that job then disturb the family affairs. For example, individuals try to finish the task from work at home and expense of family time. The second dimension is family interference with work (FIW), a conflict that occurs when the family affairs mixed with work. For example, an employee who cannot do his work according to the dateline because depressed with family problems. Of course, that these two dimensions are two different things, these two dimensions have their respective influences related to work-family conflict. But there is only a few research have examined the influence of work-family conflict on employee engagement seen from these two dimensions. Looking at this gap, this research will be done by dissecting work-family conflict into two dimensions.

Employee engagement is one of the consequences of work-family conflict that has been tested by several researchers such as Saks (2006), Rothmann (2014), where found the result of a negative and significant relationship between work family conflict and employee engagement. This shows that work-family conflict may result in an
employee engagement as the company declines and of course can affect the level of productivity of the company. According to Saks (2006) In recent years, there has been a lot of interest in employee engagement and has become a hot topic in recent years among popular consulting firms and business press.

Employee engagement has been claimed to predict the work of individual employees and the success rate of the company. Therefore, employee engagement is an important issue in human resource management in improving company performance. AON's analysis according to hrinasia.com found the employee engagement of many countries in Asia that have increased from the previous year. The highest change occurred in Indonesia, improved by a whopping 15 points. This shows employee engagement is one important thing that is noticed by companies globally, especially Indonesia. But, as the explanation before work-family conflict can reduce employee engagement that important for company. So, work-family conflict is a problem and threat to the company.

Figure 1 Employee Engagement in Asia
Source: www.hrinasia.com, 2018

In an effort to reduce the problem of work-family conflict that has negative influence to employee engagement, companies can implement family-supportive supervisory behavior (FSSB). According to Thomas and Ganster on Heras et al (2015) Family-supportive supervision, is managers empathize with their subordinates’ desire to seek balance between work and family responsibilities. Added by Heras (2015), family-supportive supervisory behavior is a form of manager or supervisor's attention to his or her subordinates to his family affairs that affect work. family-supportive supervisory behavior is a form of one of the company's efforts to overcome work-family conflict, so can make positive effect on employee engagement.

Heras et al (2015) found that family-supportive supervisory behavior significant negative effect on work-family conflict. This proves family-supportive supervisory behavior (FSSB) can be a solution for companies to overcome the problem of work-family conflict. Heras et al (2015) states family-supportive supervisory behavior (FSSB) so useful for employee cause it asks to reduce work -family conflict, unfortunately, the research about this study just found on America Latin. So, it would be the gap for further research to get any literature which tell about this, therefore, there would be expansion the population. Looking at this gap, it is necessary to conduct research related to the family-supportive supervisory behavior (FSSB) considering its influence both in overcoming the problems often faced by human resource management in this modern era that is work-family conflict and its effect on existing human resources. With this research is expected to strengthen the existing literature so as to improve the function of human resource management.

RS Tentara Tk. IV Wirasakti Kupang City located on Jalan Moh. Hatta 9-11 Fontein Kupang 85112 Nusa Tenggara Timur is a company engaged in health and government property. This hospital is one of the hospital owned by the government with a good standard and one of the oldest hospital in Kupang City. In rswirasaktikupang.com explain RS Tentara Tk. IV Wirasakti Kupang City has a mission to provide excellent health services, have professional ability, have a fast response time, safe on acting. With this mission, the hospital highly prioritizes service for the general public with professional work.

Quoting from Sumantri (2014) as the regional Health Controller of the NTT region, said NTT is still short of health personnel and among them are nurses. With the lack of number of nurses in NTT, of course the workload and pressure of each nurse will be heavier. This can improve work-family conflicts for nurses and reduce employee engagement of nurse that very important especially nurses in on RS Tentara Tk. IV Wirasakti Kupang City.

LITERATURE REVIEW
Family-Supportive Supervisory Behavior (FSSB)
According to Heras et al (2015), family-supportive supervisory behavior is a form of manager or supervisor's attention to his or her subordinates towards his family affairs that affect work. family-supportive supervisory behavior is a form of one of the company's efforts to overcome
work-family conflict. In Heras et al (2015) research proved that family-supportive supervisory behavior significant negative effect on work-family conflict. With this assumption the company can reduce this work-family conflict and can improve the company's performance. Furthermore, in Heras et al (2015) research proved that family-supportive supervisory behavior can affect turnover intention and job performance. In Saks (2006) research proved that perceived supervisory support is one of antecedent of employee engagement.

According to Hammer (2009), family-supportive supervisory behavior has four dimensions as follows:
1. Emotional Support
2. Instrumental Support
3. Role Modeling
4. Creative Work-family Management

Employee Engagement
Rana et al (2014) states Employee engagement is a relatively new but extremely popular concept in the field of Human Resource Development. Definition of employee engagement by Kahn (1990) as an association of organization members with the organization itself not only physically, cognitively but even emotionally in terms of its performance. Employee engagement itself is related to employee performance and is simply the productivity of employees in the work. Rothmann (2013) added engagement may contribute to the psychological wellbeing of individuals at work. According to Lewis (2011), employee engagement is a state that resides within the person rather than the job. This shows that employee engagement is strongly influenced by employee psychological conditions. In Saks (2006) research proved that perceived supervisory support is one of employee engagement antecedent. Furthermore, in Ohta et al (2011) research proved that work-family conflict can affect employee engagement with negative relationship, and this research done with divided work-family conflict in 2 dimensions.

According to Schaufeli et al (2002) there are 3 dimensions of employee engagement can explain as a follow:
1. Vigor
2. Dedication
3. Absorption

Work Interference with Family (WIF)
According to Ohta et al (2011) work interference with family (WIF) is a conflict that occurs when work activities interfere with individual responsibilities in the family environment. For example, individuals try to finish the task from work at home and expense of family time. Another example, employees cannot concentrate in home responsibilities because of stress with work problems faced. Due to the enormous pressure of work problems, employees can become depressed in accomplishing their home task.

Work Interference with Family (WIF) Indicators according to Carlson et al (2000):
1) Time-Based Work Interference with Family
2) Strain-Based Work Interference with Family
3) Behavior-Based Work Interference with Family

Family Interference with Work (FIW)
Family interference with work (FIW), this role conflict can occur due to unfinished work or pressure in the work disrupt by family needs. According to Ohta et al (2011) family interference with work (FIW) is a conflict that occurs when roles and responsibilities in the family interfere with work activities. For example, individuals who cancel meetings are important because their children are sick or had an incident. Another example is when a mother must choose between completing deadline work to overtime in the office or go home to care for children at home and be good parent. The woman must be able to complete the deadline of work so as to interfere with the family time.

Family Interference with Work (FIW) indicators according to Carlson et al (2000) as follows:
1) Time-Based Family Interference with Work
2) Strain-Based Family Interference with Work
3) Behavior-Based Family Interference with Work

Hypothesis
\( H_1 \): Family-Supportive Supervisory Behavior (FSSB) has significant effect on Work Interference with Family (WIF).
\( H_2 \): Family-Supportive Supervisory Behavior (FSSB) has significant effect on Family Interference with Work (FIW).
\( H_3 \): Family-Supportive Supervisory Behavior (FSSB) has significant effect on Employee Engagement.
H₄ : Family-Supportive Supervisory Behavior (FSSB) has significant effect on Employee Engagement through Work Interference with Family (WIF).

H₅ : Family-Supportive Supervisory Behavior (FSSB) has significant effect on Employee Engagement through Family Interference with Work (FIW).

**RESEARCH METHOD**

Research type used in this research is explanatory research with a quantitative approach. This research is conducted on RS Tentara Tk. IV Wirasakti Kupang City located on Jalan Moh. Hatta 9-11 Fontein Kupang 85112 Nusa Tenggara Timur is a company engaged in health and government property. The population in this study were all nurses at RS Tentara Tk. IV Wirasakti Kupang located on Jalan Moh. Hatta 9-11 Fontein Kupang 85112 Nusa Tenggara Timur and sample amount 71 respondent.

**RESEARCH RESULTS AND DISCUSSION**

![Figure 2 : Model Hipotesis](image)

**Table 1 Result of Path Analysis (X to Z₁)**

<table>
<thead>
<tr>
<th>Independent Variable</th>
<th>Dependent Variable</th>
<th>Beta</th>
<th>t-statistic</th>
<th>P-value</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>FSSB (X)</td>
<td>WIF (Z₁)</td>
<td>-0.316</td>
<td>-2.769</td>
<td>0.007</td>
<td>Sig</td>
</tr>
</tbody>
</table>

R² Model = 1 - (1- R₁²)(1- R₂²)(1-R₃²)
=1 – (1-0.100) (1-0.062) (1-0.181)
= 1 – (0.900)(0.938)(0.819)
= 1 – (0.69)
= 0.31 or 31%

**Table 2 Result of Path Analysis (X to Z₂)**

<table>
<thead>
<tr>
<th>Independent Variable</th>
<th>Dependent Variable</th>
<th>Beta</th>
<th>t-statistic</th>
<th>P-value</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>FSSB (X)</td>
<td>FIW (Z₂)</td>
<td>-0.249</td>
<td>-2.135</td>
<td>0.036</td>
<td>Sig</td>
</tr>
</tbody>
</table>

**Table 3 Result of Path Analysis (X, Z₁, and Z₂ to Y)**

<table>
<thead>
<tr>
<th>Independent Variable</th>
<th>Dependent Variable</th>
<th>Beta</th>
<th>t-statistic</th>
<th>P-value</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>FSSB (X)</td>
<td>Employee Engagement (Y)</td>
<td>0.385</td>
<td>2.353</td>
<td>0.022</td>
<td>Sig</td>
</tr>
<tr>
<td>WIF (Z₁)</td>
<td>Employee Engagement (Y)</td>
<td>-0.042</td>
<td>-0.360</td>
<td>0.720</td>
<td>Not Sig</td>
</tr>
<tr>
<td>FIW (Z₂)</td>
<td>Employee Engagement (Y)</td>
<td>-0.237</td>
<td>-2.049</td>
<td>0.044</td>
<td>Sig</td>
</tr>
</tbody>
</table>

Indirect effect of family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) through work interference with family (WIF) (Z₁)
Indirect Effect (IE) = PZ₁X x PYZ₁
= -0.316 x -0.042
= 0.013

Indirect effect of family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) through family interference with work (FIW) (Z₂)
Indirect Effect (IE) = PZ₂X x PYZ₂
= -0.249 x -0.237
= 0.059

Total effect of family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) through work interference with family (WIF) (Z₁)
Total Effect (TE) = PYX + (PZ₁X x PYZ₁)
= 0.279 + 0.013
= 0.292

Total effect of family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) through family interference with work (FIW) (Z₂)
Total Effect (TE) = PYX + (PZ₂X x PYZ₂)
= 0.279 + 0.059
= 0.338

R² Model = 1 - (1- R₁²)(1- R₂²)(1-R₃²)
= 1 – (1-0.100) (1-0.062) (1-0.181)
= 1 – (0.900)(0.938)(0.819)
= 1 – (0.69)
= 0.31 or 31%

Source: SPSS Output
Effect of Family-Supportive Supervisory Behavior (FSSB) (X) on Work Interference with Family (WIF) (Z₁)

Result of path analysis shows family-supportive supervisory behavior (FSSB) (X) has significant effect on work interference with family (WIF) (Z₁) with negative correlation. This statement is evidenced from the value of t-statistic X of -2.769 smaller than the value of t-table 5.248 (-2.769 < 5.248) and significant value of 0.007 is smaller than α = 0.05 (0.007 < 0.05). The negative effect of family-supportive supervisory behavior (X) on work interference with family (Z₁) is seen from the coefficient value of the path that is equal to -0.316.

Result of path analysis show direct effect of family-supportive supervisory behavior (FSSB) (X) to work interference with family (WIF) (Z₁) indicate that family-supportive supervisory behavior (FSSB) (X) has significant effect on work interference with family (WIF) (Z₁) with negative correlation. The results of this research support the results of the previous research of Lingard, et al (2012) which shows that family-supportive supervisory behavior and work interference with family (WIF) has a negative correlation with significant effect. It can be concluded by implementing family-supportive supervisory (FSSB) behavior in a company can reduce work interference with family (WIF). So, this shows that the second hypothesis is supported.

Base on the explanation before, prove that in RS Tentara Tk. IV Wirasakti Kupang City by implemented the family-supportive supervisory Behavior (FSSB) can reduce the problem of family interference with work (FIW). The role of supervisor in RS Tentara Tk. IV Wirasakti Kupang City is the solution of work interference with family (WIF) problem. So, this shows that the first hypothesis is supported.

Effect of Family-Supportive Supervisory Behavior (FSSB) (X) on Family Interference with Work (FIW) (Z₂)

Result of path analysis shows family-supportive supervisory behavior (FSSB) (X) has significant effect on family interference with work (FIW) (Z₂) with negative correlation. This statement is evidenced from the value of t-statistic X of -2.135 smaller than the value of t-table 4.461 (-2.135 < 4.461) and significant value of 0.036 is smaller than α = 0.05 (0.036 < 0.05). The negative effect of family-supportive supervisory behavior (X) on family interference with work (Z₂) is seen from the coefficient value of the path that is equal to -0.249.

Result of path analysis show direct effect of family-supportive supervisory behavior (FSSB) (X) to family interference with work (FIW) (Z₂) indicate that family-supportive supervisory behavior (FSSB) (X) has significant effect on family interference with work (FIW) (Z₂) with negative correlation. The results of this research support the results of the previous research of Lingard, et al (2012) which shows that family-supportive supervisory behavior and family interference with work has a negative correlation with significant effect. It can be concluded by implementing family-supportive supervisory (FSSB) behavior in a company can reduce family interference with work (FIW). So, this shows that the second hypothesis is supported.

Effect of Family-Supportive Supervisory Behavior (FSSB) (X) on Employee Engagement (Y)

Result of path analysis shows family-supportive supervisory behavior (FSSB) (X) has significant effect on employee engagement (Y) with positive correlation. This statement is evidenced from the value of t-statistic X of -2.353 smaller than the value of t-table 4.902 (2.353 < 4.902) and significant value of 0.022 is smaller than α = 0.05 (0.022 < 0.05). The positive effect of family-supportive supervisory behavior (X) on employee engagement (Y) is seen from the coefficient value of the path that is equal to 0.279.

Result of path analysis show direct effect of family-supportive supervisory behavior (FSSB) (X) to work interference with family (WIF) (Z₁) indicate that family-supportive supervisory behavior (FSSB) (X) has significant effect on work interference with family (WIF) (Z₁) with negative correlation. According to Saks (2006) perceived supervisory support is one of employee engagement antecedent. So, it can be proved that family supportive supervisory behavior (FSSB) has a significant effect on employee engagement with positive correlation. The results of this research...
inline or support the results of the previous research by Saks (2006). The conclusion is by increasing the implementation of family-supportive supervisory behavior (FSSB) in the company may increase engagement from employees. So, this shows that the third hypothesis is supported.

Base on the explanation before, prove that in RS Tentara Tk. IV Wirasakti Kupang City by implemented the family-supportive supervisory Behavior (FSSB) can increase the employee engagement of nurses. The role of supervisor in RS Tentara Tk. IV Wirasakti Kupang City is the factor to increase employee engagement of nurses. So, this shows that the third hypothesis is supported.

Effect of Family-Supportive Supervisory Behavior (FSSB) (X) on Employee Engagement (Y) Through Work Interference with Family (WIF) (Z_1)

Result of path analysis shows family-supportive supervisory behavior (FSSB) (X) has significant effect on employee engagement (Y) with positive correlation. This statement is evidenced from the value of t-statistic X of -2.353 smaller than the value of t-table 4.902 (2.353 < 4.902) and significant value of 0.022 is smaller than α = 0.05 (0.022 < 0.05). The positive effect of family-supportive supervisory behavior (X) on employee engagement (Y) is seen from the coefficient value of the path that is equal to 0.279.

In this research there are also indirect effect, the indirect effect is the effect that exists because there is a third variable mediating the relationship of two variables. The third variable in this discussion is work interference with family (WIF) (Z_1). The result of path analysis prove the effect of family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) through work interference with family (WIF) is not significant. It can be seen from the direct effect of work interference with family (WIF) on employee engagement is not significant. This statement is evidenced from significant value of Z_1 to Y 0.720 is bigger than α = 0.05 (0.720 > 0.05).

According to Hobfoll's (1989) in Mansour and Tremblay (2016) Employees in the hospitality industry face a heavy workload and therefore tend to lose precious resources (energy, time and emotions) so that nurses are less professionally working and can affect the level of engagement. The results of this research inline or support the results of the previous research by Karatape et al (2016). According to Karatape et al (2016) work interference with family (WIF) cannot be intervening variable on employee engagement. The conclusion is work interference with family (WIF) cannot be an intermediary of family-supportive supervisory behavior (FSSB) effect on employee engagement. So, this shows that the fourth hypothesis is not supported.

Base on the explanation before, prove that in RS Tentara Tk. IV Wirasakti Kupang City work interference with family (WIF) cannot be intervening variable of family-supportive supervisory Behavior (FSSB) effect on employee engagement of nurses. Because tend to lose precious resources (energy, time and emotions) so that nurses in RS Tentara Tk.IV Wirasakti Kupang City are less professionally working and can affect the level of engagement. So, this shows that the first hypothesis is supported.

Effect of Family-Supportive Supervisory Behavior (FSSB) (X) on Employee Engagement (Y) Through Family Interference with Work (FIW) (Z_2)

Result of path analysis shows family-supportive supervisory behavior (FSSB) (X) has significant effect on employee engagement (Y) with positive correlation. This statement is evidenced from the value of t-statistic X of -2.353 smaller than the value of t-table 4.902 (2.353 < 4.902) and significant value of 0.022 is smaller than α = 0.05 (0.022 < 0.05). The positive effect of family-supportive supervisory behavior (X) on employee engagement (Y) is seen from the coefficient value of the path that is equal to 0.279.

In this research there are also indirect effect. The indirect effect is the effect that exists because there is a third variable mediating the relationship of two variables. The third variable in this discussion is family interference with work (FIW) (Z_2). The results of calculation show that the indirect effect is 0.059. This result shows that the role of family interference with work (FIW) (Z_2) as an intermediary between family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) is 0.059. Based on this indirect effect, we can determine the role of intermediaries in this discussion by calculating the total effect.

The result of calculation show that the total effect is 0.338. This result shows that the effect of
family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) through family interference with work (FIW) (Z2) is greater than the direct effect between family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) (0.338 > 0.279). The conclusion is that family interference with work (FIW) (Z2) as an intervening variable is needed to strengthen the effect of family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y).

According to Karatape et al (2016) family interference with work (FIW) can be intervening variable on employee engagement. So, researcher conclude family interference with work (FIW) can make greater effect employee engagement than direct effect from dependent variable. It can be proved by the result of calculation that show family interference with work (FIW) as an intervening variable is needed to strengthen the effect of family-supportive supervisory behavior (FSSB) on employee engagement with significant effect. It can be seen from the direct effect of family-supportive supervisory behavior (FSSB) on family interference with work (FIW) has a significant effect and the effect of family interference with work (FIW) on employee engagement has a significant. So, the results of this research inline or support the results of the previous research by Karatape et al (2016). The conclusion is work interference with family (WIF) can be an intermediary of family-supportive supervisory behavior (FSSB) significant effect on employee engagement. So, this shows that the fifth hypothesis is supported.

Base on the explanation before, prove that in RS Tentara Tk. IV Wirasakti Kupang City family interference with work (FIW) can be intervening variable of family-supportive supervisory Behavior (FSSB) effect on employee engagement of nurses. The role of family interference with work (FIW) as intervening variable is to strengthen the effect of family-supportive supervisory behavior (FSSB) on employee engagement of nurse in RS Tentara Tk. IV Wirasakti Kupang City. So, this shows that the fifth hypothesis is supported.

CONCLUSION & SUGGESTIONS

Conclusions

1. Result of path analysis show direct effect of family-supportive supervisory behavior (FSSB) (X) to work interference with family (WIF) (Z1) indicate that family-supportive supervisory behavior (FSSB) (X) has significant effect on work interference with family (WIF) (Z1) with negative correlation. The results of this research support the results of the previous research of Lingard, et al (2012) which shows that family-supportive supervisory behavior and work interference with family has a negative correlation with significant effect. It can be concluded by implementing family-supportive supervisory behavior (FSSB) behavior in a company can reduce work interference with family (WIF). So, this shows that the first hypothesis is supported.

2. Result of path analysis show direct effect of family-supportive supervisory behavior (FSSB) (X) to family interference with work (FIW) (Z2) indicate that family-supportive supervisory behavior (FSSB) (X) has significant effect on family interference with work (FIW) (Z2) with negative correlation. The results of this research support the results of the previous research of Lingard, et al (2012) which shows that family-supportive supervisory behavior and family interference with work has a negative correlation with significant effect. It can be concluded by implementing family-supportive supervisory behavior (FSSB) behavior in a company can reduce family interference with work (FIW). So, this shows that the second hypothesis is supported.

3. Result of path analysis show direct effect of family-supportive supervisory behavior (FSSB) (X) to work interference with family (WIF) (Z1) indicate that family-supportive supervisory behavior (FSSB) (X) has significant effect on work interference with family (WIF) (Z1) with negative correlation. According to Saks (2006) perceived supervisory support is one of employee engagement antecedent. So, it can be proved that family supportive supervisory behavior (FSSB) has a significant effect on employee engagement with positive correlation. So, the results of this research inline or support the results of the previous research by Saks (2006). The conclusion is by increasing the implementation of family-supportive supervisory behavior (FSSB) in the company may increase engagement from employees. So, this shows that the third hypothesis is supported.

4. The result of path analysis prove the effect of family-supportive supervisory behavior (FSSB) (X) on employee engagement (Y) through work interference with family (WIF) is not significant. It can be seen from the direct
effect of work interference with family (WIF) on employee engagement is not significant. This statement is evidenced from significant value of Z to Y 0.720 is bigger than α = 0.05 (0.720 > 0.05).

According to Hobfoll's (1989) in Mansour and Tremblay (2016) Employees in the hospitality industry face a heavy workload and therefore tend to lose precious resources (energy, time and emotions) and consequently, they have less resources and become unable to meet their professional and family roles. It can be concluded that work interference with family (WIF) has no significant effect on the engagement of nurse because of precious resources (energy, time and emotions) so that nurses are less professionally working and can affect the level of engagement. The results of this research inline or support the results of the previous research by Karatape et al (2016). According to Karatape et al (2016) work interference with family (WIF) cannot be intervening variable on employee engagement. The conclusion is work interference with family (WIF) cannot be an intermediary of family-supportive supervisory behavior (FSSB) effect on employee engagement. So, this shows that the fourth hypothesis is not supported.

5. According to Karatape et al (2016) family interference with work (FIW) can be intervening variable on employee engagement. So, researcher conclude family interference with work (FIW) can make greater effect employee engagement than direct effect from dependent variable. It can be proved by the result of calculation that show family interference with work (FIW) as an intervening variable is needed to strengthen the effect of family-supportive supervisory behavior (FSSB) on employee engagement with significant effect. It can be seen from the direct effect of family-supportive supervisory behavior (FSSB) on family interference with work (FIW) has a significant effect and the effect of family interference with work (FIW) on employee engagement has a significant. So, the results of this research inline or support the results of the previous research by Karatape et al (2016). The conclusion is work interference with family (WIF) can be an intermediary of family-supportive supervisory behavior (FSSB) significant effect on employee engagement. So, this shows that the fifth hypothesis is supported.

**Suggestions**

1. RS Tentara Tingkat IV Wirasakti Kupang City should better enhance the role of supervisor or head of the room to be more concerned with work-life balance problems experienced by the nurse, in addition to supervisors or head of the unit should be a good listener with regard to the work-life balance nurses. Although these two items can be categorized as excellent applications, they are lowest items of 14 items with mean values of 4.14 and 4.17.

2. RS Tentara Tingkat IV Wirasakti Kupang City should still pay attention to the effects of work interference with family (WIF) and family interference with work (FIW) on nurses, although the results of this study show work interference with family (WIF) and family interference with work (FIW) in RS Tentara Tingkat IV Wirasakti Kupang City is very low because the effect of work interference with family (WIF) and family interference with work (FIW) can reduce employee engagement. So, according to this research RS Tentara Tingkat IV Wirasakti Kupang City must maintain and improve the implementation of family-supportive supervisory behavior (FSSB) in order to overcome the problem in RS Tentara Tingkat IV Wirasakti Kupang City.

3. For further research, related to the object of research can be extended the number of respondents not only in one hospital or health sector, but can be done in other sector, for example in manufacturing sector. So it can add literature related to family-supportive supervisory behavior, work interference with family (WIF), family interference with work (FIW), and employee engagement.

4. For further research, it is hoped that research can become a reference for developing relevant research especially in indonesian context.

5. In the same research context of employee engagement, subsequent research is allowed to analyze other factors that can contribute to employee engagement, given other factors that may affect employee engagement in the hospital. For example, work stress, workload, organizational culture, and nurse
compensation, so it can be a thorough input to increased employee engagement in hospitals.

Limitation Research
The existence of social desirability bias, namely the tendency of respondents to fill in the questionnaire in such a way that makes himself look positive in accordance with standard norms recognized by many people. This causes the assessment by the respondent to himself expressed in the questionnaire may not be in accordance with the actual situation. This often happens in social research.

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