

ABSTRACT

This study aims to analyze empirically the factors that influence work stress and the performance of health workers, especially nurses during the COVID-19 pandemic in Indonesia, which focuses on referral health agencies, namely the stigma sosial and work stress variables which also act as intervening variables. The sample of this study amounted to 121 respondents. This study uses quantitative methods using SEM (Structural Equation Modeling) with data collection carried out through questionnaires. The results showed that employee performance was proven to be influenced by job stress but not directly influenced by stigma sosial, and job stress mediated the indirect effect of social stigma on performance.

Keywords: Social Stigma, Job Stress, Employee Performance.