

ABSTRACT

This study aims to analyze the effect of workload and work stress on employee performance mediated by work-life balance at female civil servants in Central Java Provincial Government. The population in this study were female civil servants in Central Java Provincial Government, totaling 133 employees in six Regional Organizations, with census method in collection data on the sample so that the numbers of sample was the same as the population. The analysis in this study used Partial Least Square (PLS) analysis technique with SmartPLS software analysis tool. The result of hypothesis testing in this study are workload and work stress have a negative and significant effect on employee performance and work-life balance, while work-life balance has a positive and significant effect on employee performance.

Keywords : Employee performance, workload, work stress, work-life balance