

ABSTRACT

The purpose of this study was to determine the relationship between Job Stress and Employee Performance mediated by Work Life Balance, this study was conducted at PT PERTAMINA REFINERY UNIT IV Cilacap.

This study uses a quantitative method and data collection is carried out by providing a google form questionnaire. This study involved 170 respondents who were employees of PT PERTAMINA REFINERY UNIT IV Cilacap who worked at the Head Office, then the respondent data would be used as a sample to be processed using the SEM AMOS application.

The results of the study showed that Work Stress had a significant negative effect on Employee Performance and Work Life Balance. While Work Life Balance has a significant positive effect on Employee Performance. The role of Work Life Balance as a mediator also has an effect through testing the mediation effect, it was obtained that work life balance has a significant mediation effect on the influence of work stress on employee performance.

Keyword : *Work Stress, Employee Performance, Work Life Balance*