

ABSTRACT

Company need high quality human resources is in order achieving its goals. To provide maximum performance for the company employee must first be satisfied with his work. Job satisfaction is one of the main factors determining whether company's goals can be achieved or not. Employees satisfaction can be affected by various factors. This study aims to determine the effect of workload on job satisfaction with work stress as an intervening variable. The research was conducted at CV. Bartec Utama Mandiri in Semarang with a population of 224 employees. The purposive sampling technique is used in this research with the population are employees with the working period of two years or more. The number of samples in this research are 75 people. Data collected by survey with questionnaires as the tool and interview. The data tested using SPSS and technique used is path analysis test, where the analysis consist of validity test, reliability test, classical assumption test, t test, f test, coefficient determination test and sobel test to test mediation effect.

The results of the analysis in this study showed that the workload proved to have a positive and significant effect on job stress. While the workload has a negative and significant relationship to job satisfaction. Then work stress have a negative and significant effect on job satisfaction.

Keyword : workload, job stress, job satisfaction