

ABSTRACT

This study aimed to examine the effect of workload on stress and its impact on employee performance. The research problem is how to improve employee performance through workload with stress mediation?. The purpose of this study was to analyze the effect of workload on stress and its impact on employee performance.

The sample of this research is the employees of PT. Phapros, a total of 148 respondents. Structural Equation Modeling (SEM) which is run with AMOS software, is used to analyze the data. The results of the analysis show that workload has a significant effect on stress in reducing employee performance.

These empirical findings indicate that workload has a positive effect on stress; workload has a negative effect on employee performance; and stress negatively affect employee performance. Management of PT. Phapros always strives to improve employee welfare by providing salaries and incentives according to target achievement, THR, leave allowances and life/health insurance, these can reduce stress and improve employee performance.

Keywords: *workload, stress and employee performance*