

## ***ABSTRACT***

In a company, being able to manage the work stress and the workload are important to achieve the goals of a company. The company tries to always improve the performance of its employees in order to achieve the goal that has been set by the company. In improving the employee performance, it is necessary to understand how to manage the workload and the work stress, because the more you feel burdened, the more stress will arise.

This study aims to determine the work stress and the workload effect to the employee performance at PT. Nafriya Abadi Motor Indramayu. This research used descriptive and verification method with a sample of 30 respondents. The techniques of collecting data are observations, interviews, and questionnaires. The data analysis method used in this research are multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis and hypothesis testing.

The results of the research showed that there was a negative and significant influence between the work stress and the workload to the employee performance. The magnitude of the effect of the work stress and the workload to the employee performance simultaneously is 52.2% to the employee performance and the remaining is 47.8% which is influenced by other factors that not examined by researchers. Partially the magnitude of the effect of the work stress to the employee performance is 25.2%, and the magnitude of the workload effect to the employee performance is 27%.

***Keywords: Work Stress, Workload, Employee Performance.***