

## **ABSTRACT**

*This research investigates issues affecting employee performance at PT. Tiki Jalur Nugraha Ekakurir (JNE), Gedebage Station Center branch in Bandung City, which operates in the field of shipping and logistics. The research identifies problems in employee performance attributed to several factors: workload, work-life balance, and gender discrimination. The objective of this study is to examine the impact of these factors on employee performance at PT. Tiki Jalur Nugraha Ekakurir (JNE), Gedebage Station Center. The research employs a descriptive and verificative approach with a total sample size of 79 individuals. The sampling technique used is probability sampling, and data collection methods include observation, interviews, questionnaire distribution, and literature review. The analytical methods applied are the Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis, and hypothesis testing. The results reveal a positive and significant influence of workload, work-life balance, and gender discrimination on employee performance at PT. Tiki Jalur Nugraha Ekakurir (JNE). Collectively, these factors account for 4.97% of the variance in employee performance, with the remaining 50.3% attributable to other unexamined variables. Specifically, the effect of workload on employee performance is 5%, work-life balance accounts for 30%, and gender discrimination contributes 14.7%.*

**Keywords: Workload, Work-Life Balance, Gender Discrimination, Employee Performance**