

ABSTRACT

The governmentowned Cicendo Bandung Eye Hospital in Bandung City, at this hospital employee performance problems were found. Based on the result of the pra survey, it was found that there were problems with work stress and work life balance, therefore, this research aims to find out how much influence work stress and work life balance have on employee performance at the Cicendo Eye Hospital in Bandung. This research used descriptive and verification method. The sampling technique with a population of 376 respondents and the sample used was 79 respondents. The data analysis method used are validity and reliability tests, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing using SPSS Statistic 26 tools. Based on the result of the analysis of the influence of work stress and work life balance on employee performance simultaneously, it is 51,8%. The partial coefficient of determination of work stress has an influence on employee performance of 32,3%, while work life balance has an influence on employee performance of 19,5%. It can be concluded that work stress has a greater influence on employee performance.

Keywords: Work Stress, Work Life Balance, and, Employee Performance