

## **ABSTRACT**

*This study aims to examine the conditions of workload, work environment, and job stress, as well as to analyze the effects of workload and work environment on job stress among employees at Kampung Pandai Besi Mekarmaju. A quantitative approach was employed using descriptive and verificative research designs. The population of this study consisted of all employees at Kampung Pandai Besi Mekarmaju, totaling 60 individuals. The sampling technique applied was non-probability sampling using the saturated sampling method, in which the entire population was included as the research sample. Data were collected through questionnaires, supported by direct observation and a literature review. Data analysis was conducted using descriptive statistical analysis, multiple linear regression, the coefficient of determination, t-tests, and F-tests, with the assistance of SPSS software. The findings indicate that the workload was at a moderately high level, the work environment was unfavorable, and employees' job stress was at a moderately high level. The regression results demonstrate that workload and work environment jointly have a significant effect on job stress, with an R-squared value of 0.495, indicating that 49.5% of the variance in job stress can be explained by workload and work environment, while the remaining variance is attributable to other factors not examined in this study. Partially, workload accounted for 24.1%, whereas the work environment accounted for 25.2% of the variance in job stress. These results suggest that the work environment is the most dominant factor influencing job stress among employees at Kampung Pandai Besi Mekarmaju.*

**Keywords: Workload, Work Environment, Job Stress**