

ABSTRACT

This study aims to determine the conditions of workload, job stress, job satisfaction, and employee performance, as well as to analyze the effects of workload, job stress, and job satisfaction on employee performance at PT XYZ. The research method used is a quantitative approach with descriptive and verificative research design. The sampling technique applied in this study is non-probability sampling using incidental sampling, involving 75 respondents. Data were collected through questionnaires, interviews, and observation, while data analysis was conducted using descriptive statistical analysis and multiple linear regression with the assistance of SPSS. The results indicate that workload is in the high category, job stress is very high, job satisfaction is low, and employee performance is low. Regression analysis shows that workload, job stress, and job satisfaction simultaneously have a significant effect on employee performance, with an R Square value of 0.624. Partially, workload and job stress have a negative effect, while job satisfaction has a positive and dominant effect on employee performance.

Keywords: Workload, Job Stress, Job Satisfaction, Employee Performance.