

ABSTRACT

Human Resource (HR) plays a key role in the company, because it will help the company in achieving its goals. Outstanding human resources will give their best and give maximum performance. The existence of workload and job stress is what will have an impact on declining employees' performance. This research aims to find out the condition of workload, job stress, and performance employees of health workers in Prasetya Bunda public hospital in Tasikmalaya. Moreover, this research also aims to find out how workload highly influences the employees performance through job stress.

The research method used in this study is quantitative method and using questionnaires to gather the data. The object of this research is the health workers in Prasetya Bunda Public Hospital. Non probability sampling is the sampling technique that is performed in this research. With the samartan sampling of 111 employees as sample collection method. The instruments used to measure the statements of each variable in the questionnaire are validity and reliability test. The analysis techniques utilized to examine the research variables are descriptive analysis and path analysis.

The results of this study indicate that the value of the coefficient of determination with a percentage of 49.2% the magnitude of job stress is influenced by workload. The value of the coefficient of determination with a percentage of 43.1% employee performance is influenced by workload and job stress. Based on the results of the analysis, it can be concluded that workload have a positive and significant effect on the performance through job stress as in intervention of Prasetya Bunda Hospital employees. Workload and job stress need to be managed properly, therefore it can help improve employee performance. High performance can help the organization to get the results as expected.

Keywords: workload, job stress, employees performance