

ABSTRACT

This research is motivated by empirical evidence in the form of attendance data, employee overtime hours data and PT Telkom Satellite Indonesia income data from March 2021 to March 2022. There are problems, namely there is an increase and decrease in the data obtained and with the Covid-19 pandemic that hit in Indonesia since 2020, it has forced employees to work from home (WFH). This has the potential to contribute to the emergence of work stress and burnout in employees because there is no direct interaction between employees, activities are limited and there are no boundaries between personal life and work.

The purpose of this study is to examine the effect of work stress and burnout on the performance of PT Telkom Satellite Indonesia employees by analyzing and comparing with theory and previous research. The research method used is a quantitative method with causal associative descriptive analysis and multiple linear regression analysis. The sampling technique used is probability sampling with a proportionate stratified random sampling technique with a sample of 160 respondents.

Based on the results of descriptive analysis, it shows that work stress and burnout are included in the neutral category, while employee performance is included in the good category. Based on the results of the study that partially work stress has a negative and significant effect on the performance of PT Telkom Satellite Indonesia employees. Partially, burnout has a negative and significant effect on the performance of PT Telkom Satellite Indonesia employees. Then simultaneously work stress and burnout affect the performance of employees of PT Telkom Satellite Indonesia. The amount of work stress and burnout on employee performance is 46.7%, while the remaining 53.3% is influenced by other variables not examined in this study.

Keywords : *Work Stress, Burnout, Employee Performance*