

ABSTRACT

Employee performance is a very important aspect in the company and cannot be separated from work motivation. To get maximum performance, it is necessary to pay attention to the factors that affect the performance. At PT. X there is an assessment of workload and adversity quotient to determine employee performance.

This study aims to identify the effect of workload and Adversity Quotient (AQ) on employee performance at PT. X, by considering work motivation as a mediating variable. The method used in this research is descriptive by collecting data through questionnaires distributed to employees of PT. X. Data analysis of data in this study using SEM-PLS. The sample in this study is using probability sampling with simple random sampling.

The results of this study are workload has a significant effect on employee performance, as well as adversity quotient has a significant positive effect on employee performance, and work motivation is a good mediating variable in this study. Thus, PT. X can pay attention to workload, adversity quotient in employees, and work motivation to improve performance to be more optimal and efficient.

Keywords: *Adversity quotient, workload, employee performance, human resource management, work motivation.*