

***THE EFFECT OF WORK STRESS, WORKLOAD, AND WORK MOTIVATION
ON THE PERFORMANCE OF FACTORY EMPLOYEES PDP KAHYANGAN
GUNUNG PASANG ESTATE JEMBER REGION***

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ABSTRACT

A dynamic company will always increase its productivity through consistently producing the best performance and maintaining the competitive advantage of the company. Paying attention to physical resources, finances, marketing capabilities and human resources are some of the important factors required for organizations to remain competitive. This research was conducted to test and analyze the effect of work stress, workload, and work motivation simultaneously and partially on the performance of the employees of the PDP Kahyangan Factory, Gunung Pasang, Jember Region. The method of data collection in this research was carried out by primary data collection methods in the form of questionnaires given to employees of the PDP Kahyangan factory, Gunung Pasang, Jember Region for rubber production. The respondents in this research were 12 respondents. The analysis technique used in this research is multiple linear regression analysis, coefficient of determination analysis, F test and t test. Based on the SPSS for windows analysis tool, it was concluded that the independent variables simultaneously had a significant effect on the dependent variable of Employee Performance (Y) at the PDP Kahyangan, Gunung Pasang estate, Jember Region. Partially, the work stress variable (X1) and the workload variable (X2) have no significant effect on employee performance (Y). While the Work Motivation Variable (X3) partially has a significant effect on Employee Performance (Y).

Keywords: Work Stress, Workload, Work Motivation, Employee Performance.