

ABSTRACT

Progress of an organization will not be separated from the existence and influence of human resources in it. Human resources become the main motor of the organization in carrying out all its activities in an effort to achieve the goal. within the organization, man is one of the most important elements. Without human roles even when various factors are needed, the organization will not work. Because man is the driving and determining the way an organization. One of the factors that influence the success rate of an organization is employee performance. Efforts to improve employee performance, among others is to pay attention to job stress and workload. This research took the object of research in PT Sucofindo Bandung Branch which is a government company engaged in inspection services in trading activities, especially agricultural commodities and the smooth flow of goods and security of foreign exchange in the export-import trade. The purpose of this study is to determine the effect of Work Stress and Workload on Employee Performance in PT Sucofindo Branch Bandung.

This research is a quantitative research with descriptive and causal data analysis, the respondents studied in this study amounted to 35 people who are employees in PT Sucofindo Bandung Branch obtained by using probability sampling technique. Then an analysis of the data obtained by using multiple linear analysis.

The results showed that Job Stress was in the position of number 72.2% with good category, Workload is in position 72.9% with good category and Employee Performance is in the position of 71.5% with good category. Simultaneously showed that Job Stress and Workload significantly influence Employee Performance of 62%. and partially indicated that the variable Work Stress has positive but not significant effect on Employee Performance of 27.11%, Workload has positive and significant impact on Employee Performance of 35.07%.

Keywords: PT Sucofindo, Job Stress, Workload, Employee Performance