

ABSTRACT

Telkom Education Foundation (YPT) as one of the institutions that organizes higher education and training to develop professional human resources, is required to improve the quality of education in order to produce qualified human resources that have expertise, skills, and competitiveness to be able to face and answer the challenges of Industrial Revolution 4.0.

This research was conducted using quantitative methods. This type of research is descriptive. Sampling technique using saturated sampling method due to the population below 100 then the sample were taken from the entire population or saturated sample which is 78 employees. The data analysis techniques used are descriptive analysis techniques, chi-square association test methods, Independent Sample T Test, and Analysis of Variance (ANOVA). Data processing uses Microsoft Excel and SPSS for windows version 22.

The results showed that employee stress levels at Telkom Education Foundation office scored an average of 60.57%, in the moderate category. Therefore, it is recommended that telkom education foundation management remain vigilant and monitor its employees so that the stress experienced by the employee does not lead to negative stress and optimize work stress management efforts at a very early pace as of the level of work stress experienced can be minimized so that employees can maximize their performance and the goals of Telkom Education Foundation can be reached as expected.

Keywords: *work stress, work stressor, human resource management.*