

ABSTRACT

The Effect of Workload and Work Stress on Employee Performance at the Tuscany Boutique Hotel, South Tangerang

Muhammad Ferdyan Zulfa¹⁾, Dr. Hastuti Naibaho S.E., M.Si.²⁾, Zulkifli S.E., M.M.³⁾

- 1) Student of the Management Study Program, Pembangunan Jaya University
- 2) Lecturer in the Management Study Program, Pembangunan Jaya University

The purpose of this study was to determine and analyze the effect of workload and work stress on employee performance at the Tuscany Boutique Hotel, South Tangerang, the type of research used is associative research with a quantitative approach method. This research is located at Tuscany Boutique Hotel. The population in this study were 57 employees of the Tuscany Boutique Hotel South Tangerang, in this study using sampling with saturated sampling technique, where the sample in this study were employees of the Tuscany Boutique Hotel South Tangerang totaling 57 people, the data analysis technique used in this study is multiple linear regression, while the result of this study is that partially workload has a positive and significant effect on employee performance at the Tuscany Boutique Hotel South Tangerang because the value of $t_{count} > t_{table}$ is equal to $2,793 > 1,673$. Partially work stress has a negative and significant effect on employee performance at the Tuscany Boutique Hotel South Tangerang because the $t_{count} > t_{table}$ is $-2,553 < -1,673$. Simultaneously, workload and work stress have a significant effect on employee performance at Tuscany Boutique Hotel South Tangerang because $f_{count} > f_{table}$, namely $4,154 > 3,17$ and a significant level of $0,021 < 0,05$, meaning that the two independent variables are able to influence employee performance in achieving company/agency success.

Keywords: Workload, Work Stress, Employee Performance