

ABSTRACT

The Influence of Work Stress and Work-Life Balance on Employee Performance (Case Study of Millennial Employees in Service Companies in Tangerang City)

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This study aims to analyze the influence of work stress and work-life balance on the performance of millennial employees in service companies in Tangerang City. The research method used is quantitative, with data collected through questionnaires distributed to millennial employees in several service companies in Tangerang City. The collected data were analyzed using hypothesis testing. The results of the study indicate that work stress does not have a significant influence on employee performance. This suggests that although employees face work pressures and demands, they can manage stress well so that it does not negatively impact their performance. The majority of respondents do not feel burdened by the responsibilities given by the company and have effective strategies for managing work stress. Conversely, work-life balance has a significant influence on employee performance. A good balance between work time and leisure time allows employees to get adequate rest, engage in personal activities, and maintain their mental and physical health. With a well-maintained work-life balance, employees can work more focused and efficiently, which ultimately contributes to their performance improvement. Based on these findings, it can be concluded that service companies in Tangerang City need to pay more attention to creating a work-life balance for their employees to achieve optimal performance. Meanwhile, managing work stress remains important even though it was not proven to have a significant influence in this study. Good support from the company in both aspects is expected to improve the productivity and well-being of millennial employees.

Keywords: *Work Stress, Work-Life Balance, Employee Performance.*

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