

# The Effect of Workload and Work Stress on Employee Performance with Work Discipline as an Intervening Variable at the Cisarua District Office

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## Abstract

**Background** - Human resource management (HRM) is a very strategic factor and therefore important in companies. Different from other factors, human resources are the most valuable asset. So, to be able to achieve the strategic goals and objectives of a company, competent, reliable and qualified individuals or human resources are needed

**Purpose** - This research aims to determine the effect of workload and work stress on employee performance with work discipline as an intervening variable at the Cisarua sub-district office. To find out and analyze employee responses to workload, work stress, work discipline and employee performance in Cisarua District. To find out and analyze the direct influence of workload on the performance of Cisarua District employees. To find out and analyze the direct influence of work stress on the performance of Cisarua District employees. To find out and analyze the direct influence of work discipline on the performance of Cisarua District employees. To find out and analyze the direct influence of workload on work discipline in Cisarua District. To find out and analyze the direct influence of work stress on work discipline in Cisarua District. To find out and analyze the indirect influence of workload on employee performance through work discipline in Cisarua District. To find out and analyze the indirect influence of work stress on employee performance through work discipline in Cisarua District

**methodology** - This research uses descriptive and verification methods by conducting a research survey method using the Nonprobability Sampling method, the sampling technique used is saturated sampling with a total of 35 samples for two independent variables, one intervening variable and one dependent variable.

**Findings** - The research findings are field data obtained through qualitative research results. A research will produce something that is in accordance with the objectives set in the research

**Originality** - Previous research used Hypothesis Testing (Chi-Square). Meanwhile, the current research uses the normality test and multicollinearity test.

Keywords: Workload, Work Stress, Employee Performance, Work Discipline

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