

ABSTRACT

PT. Ara Shoes Indonesia faces significant challenges related to employee performance, influenced by work stress. Work stress in this company can be caused by various factors, such as deadline pressure, excessive workload, and conflicts among employees. These conditions negatively impact employee performance, hinder the achievement of company targets, and reduce competitiveness in the market. There are several objectives in this research, including to analyse the influence of work stress on employee performance with the research object focusing on PT. Ara Shoes Indonesia factory employees and to analyse the influence of work stress on the implementation of occupational health and safety (K3) programs in the workplace which focuses on PT. Ara Shoes Indonesia factory employees.

In this research, the method used to collect and obtain data was by distributing questionnaires directly to employees of PT. Ara Shoes Indonesia in Ungaran, Semarang. The distribution of questionnaires aimed to understand respondents' opinions regarding work stress and its impact on employee performance, work stress on Occupational Health and Safety (K3) programs, and K3 programs on employee performance. To test the hypotheses in this study, the researcher used statistical analysis with the Partial Least Squares Structural Equation Modeling (PLS-SEM) method using SmartPLS software version 4.1.0.2. The data analysis model used in this research involved numbers, formulas, or mathematical models to determine whether there was a significant and dominant influence of the variables of work stress (X) and Occupational Health and Safety (K3) (M) on the improvement of employee performance (Y) at PT. Ara Shoes Indonesia. The results of the research on the influence of work stress on employee performance with K3 as an intervening variable at PT. Ara Shoes Indonesia can be concluded as follows: there is an influence of work stress on employee performance at PT. Ara Shoes Indonesia; there is an influence of work stress on Occupational Health and Safety (K3) at PT. Ara Shoes Indonesia; there is an influence of work stress on employee performance at PT. Ara Shoes Indonesia; and K3 mediates the influence of work stress on employee performance at PT. Ara Shoes Indonesia.

Keywords: Work Stress, Occupational Health and Safety, Employee Performance.