ABSTRACT

The purpose of this research is to investigate the effects of working overload and work family conflict on employee work stress to enhance employee performance.The study was conducted at PT. Waskita Karya Jateng DIY. The sample size is about 151employee. Regression analyisis used to run data, mediation analysis used sobel test.

The effect of working overload on work familly conflict arepositive; The effect of working overloadon employee work stress are positive significant; The effect of work family conflict on employee work stress arepositive significant; The effect of working overload on employee performance arenegative; The effect of work familly conflict on employee performance arenegative; and The effect of employee work stress on employee performance is negative significant. Sobel test result show employee work stress strong mediating influence working overload and work family conflict on employee performance.

Keywords: working overload, work family conflict, employee work stress, and employee performance

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