

ABSTRACT

The purpose of this study was to analyze work stress that affects employee performance and analyze satisfaction mediating the relationship between work stress and employee performance.

The researcher chose quantitative research with causal associative methodology. This study focused on a population of 337 civil servant nurses at the dr. Doris Sylvanus Palangkaraya Regional General Hospital. This study set a maximum sample size of 230 respondents to ensure adequate representation. This study used random/probability sampling, specifically using simple random sampling. The data analysis technique used SEM (structural equation modeling) analysis with AMOS (analysis of moment structures) software.

The study findings revealed that job stress negatively and significantly influenced how well employees performance, in another words, when the lower the employee's work stress, the higher the employee's performance. Employee satisfaction partially mediates the relationship between work stress and employee performance. This mean that stress not only has a direct impact on performance, but also reduces job satisfactions which ultimately contributes to decreased performance.

Keywords: Employee Performance, Satisfaction, and Job Stress

