

ABSTRACT

Job stress has become an organizational health issue in the last decade that has received global attention due to its impact on productivity and workforce well-being. High job demands in the public sector have the potential to create excessive role burdens that may increase employee job stress. This study aims to analyze the effect of role overload on job stress with work-family conflict as a mediating variable among employees of BP3MI Central Java. This study employed a quantitative method using a census sampling technique involving 93 employees with civil servant and government contract status. Data were collected through an online questionnaire and analyzed using SmartPLS 4.1.1.8. The results indicate that role overload has a positive and significant effect on job stress. In addition, work-family conflict was proven to partially mediate the effect of role overload on job stress. These findings indicate that the higher the employees' role overload, the higher the conflict between work and family, which ultimately increases job stress.

Keywords: *Role Overload, Work-Family Conflict, Job Stress, Public Sector Employees*



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