

How Workload, Discipline, and Work Stress Affect Employee Performance?

Gde Bayu Surya Parwita,¹ Made Ika Prastyadewi,²
Ni Putu Putra Intan Cahyani,³ and Ni Putu Ratih Indira Swari⁴
^{1,2,3,4}*University of Mahasaraswati Denpasar, Indonesia*

Introduction: Good human resource management in the company will result in higher performance, so company goals will be easier to achieve, and company productivity can run smoothly. Performance will be a measure of success, and many factors can affect it. Some factors that affect employee performance are workload, work discipline, and work stress. This study analyzes the effect of workload, work discipline, and work stress on employee performance.

Methodology: This research was conducted at PT. (LLC) X Bali, which is located at Pemogan, South Denpasar, Denpasar City. The census method determines the number of samples in this study because the population is less than 100, so all employees are used as research respondents. In this study, the total population of respondents who were used as research samples was 57 employees. Data collection was done through documentation, interviews, and questionnaires. The data analysis technique used in this research is multiple linear regression analysis, which is processed using SPSS version 26 software.

Results: The research at PT. (LLC) X Bali demonstrates that workload and work stress significantly hamper employee performance, whereas work discipline enhances it. Descriptive analysis reveals a high perceived workload involving work volume and difficulty, as well as high work stress related to task and organizational demands. In contrast, respondents reported good work discipline, characterized by strong attendance and ethical compliance. Consequently, while employees adhere to standards, the prevalence of high stress and heavy workloads negatively impacts their overall performance.

Conclusion: The data analysis concludes that at PT. (LLC) X Bali, workload and work stress have a significant negative impact on employee performance, whereas work discipline has a significant positive effect. Consequently, performance declines as workload and stress increase, but improves with higher levels of discipline.

Practical Value: The management of PT. (LLC) X Bali can improve employee performance by optimally managing workload and work stress and strengthening work discipline. The company can prevent a decline in employee productivity by reducing excessive workload and creating a supportive work environment to reduce stress. On the other hand, by instilling a strong culture of discipline through consistent policies, training, and proper supervision, management can drive significant improvements in employee performance. These findings provide a clear basis for strategic decision-making in human resource management at PT. (LLC) X Bali.

Directions for Future Research: The limitation in this study is that the scope of this research is only at PT. (LLC) X Bali has a sample size of 57 respondents, so the research results cannot be generalized. This study only focuses on workload, work discipline, and work stress. In contrast, many other variables affect employee performance, such as work environment, work loyalty, organizational commitment, compensation, job satisfaction, and work-life balance. With this diversity, the results obtained are expected to be generalized to a wider scope. This research was only conducted within a certain period (cross-section). At the same time, the environment can change at any time (dynamic), so this research needs to be conducted again in the future.

Keywords: work discipline, work discipline, work stress, employee performance

CORRESPONDENCE: gdebayusurya@unmas.ac.id

ORCID: <https://orcid.org/0000-0002-6739-8442>,¹ <https://orcid.org/0000-0003-2534-9105>²