

***THE INFLUENCE OF WORKLOAD, JOB STRESS
AND WORK LIFE BALANCE
ON EMPLOYEE PERFORMANCE
(Census of Female ASN Nurses at Community Health
Centers in Tasikmalaya Regency)***

ABSTRACT

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This study aims to examine the direct and indirect influence of workload, work stress and Work Life Balance on the performance of female ASN nurses at community health centers in Tasikmalaya Regency. Sampling was carried out using census techniques, with a total sample size of 154 people, who were female ASN nurses at community health centers in Tasikmalaya Regency. The sample size was spread across 39 community health centers in Tasikmalaya Regency. The research instrument used was a questionnaire with a Likert scale. The analysis technique used is path analysis using the SPSS version 27 application. The results of this research show that: 1) Work load, Work Life Balance, performance is in good condition and work stress is in very good condition. 2) Workload has a negative and significant effect on performance. 3) Work stress has a negative and significant effect on performance. 4) Work Life Balance positive and significant effect on performance. 5) Workload, work stress and Work Life Balance simultaneously influence performance.

Keyword: *Workload, Job Performance, Work Stress, Work Life Balance*