

**THE EFFECT OF WORK STRESS, WORKLOAD,
AND WORK-LIFE BALANCE ON PERFORMANCE
WITH MOTIVATION
AS A MEDIATING VARIABLE**
(Survey on Civil Servant Islamic Religious Education Elementary School
Teachers in Tasikmalaya Regency)

ABSTRACT

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This study aims to analyze the influence of work stress, workload, and work-life balance on performance, with motivation as a mediating variable among Islamic Religious Education elementary school civil servant teachers in Tasikmalaya Regency. This study employed the Partial Least Square-Structural Equation Model analysis technique. The results of the study concluded that work stress, workload, and work-life balance have a positive and significant effect on motivation. Work stress and workload do not have a significant effect on performance, while work-life balance has a positive and significant effect on performance. Motivation has a positive and significant effect on performance. Work stress, workload, and work-life balance have a positive and significant effect on performance through motivation as a mediating variable. The implications of these findings indicate the need to improve the motivation and performance of Islamic Religious Education elementary school civil servant teachers in Tasikmalaya Regency through the management of work stress, workload arrangement, and enhancement of work-life balance.

Keywords: work stress, workload, work-life balance, motivation, and performance.