

ABSTRACT

Ibnu Malik Assajad, The Effect Of Workload And Role Conflict On Employee Performance With Job Stress As A Mediating Variable In UMKM In Pamekasan. Under the guidance of Helmi Buyung Aulia Safrizal, ST., SE., M.M.T.

This research has purpose to know about employee performance that very important for bussiness sustainability. Pamekasan regency has UMKM diversity which supports county economic matters, it's about 23.108 UMKM unit that works there. Problems are faced by UMKM are not similiar. Small scale problem and big scale problem, including work stress, workload, and role conflict. It can affect to employee performace. The subject of this research are 100 workers in Pamekasan regency. This study uses Modal Structural Equation (MSE) from statistic program PLS 3.0 for data analyzing. The result of research indicates that Job Stress affects employee performance positively and significant ; Role Conflict affects employee performance positively and significant ; Role Conflict affects Job Stress positively and significant, and Workload affects Job affects positively and significant.

Keyword : Workload, Role Conflict, Job Stress, Employee Performance

ABSTRAK

Ibnu Malik Assajad, Pengaruh *Workload* Dan *Role Conflict* Terhadap *Employee Performance* Dengan *Job Stress* Sebagai Variabel Mediasi Pada UMKM di Kabupaten Pamekasan. Di bawah bimbingan Helmi Buyung Aulia Safrizal, S., SE., M.M.T.

Penelitian ini bertujuan untuk mengathui kinerja karyawan yang tentunya sangatlah penting dalam keberlangsungan suatu usaha. Kabupaten Pamekasan memiliki keberagaman UMKM yang mendukung perekonomian daerah yaitu sebesar kurang lebih 23.108 unit UMKM yang berjalan. Problem yang dihadapi oleh UMKM tidak selalu sama. Problem skala kecil dan besar termasuk stres kerja, beban kerja, dan konflik peran, yang dapat mempengaruhi kinerja karyawan. 100 pekerja di UMKM di Kabupaten Pamekasan adalah subjek penelitian ini. Studi ini menggunakan Model Structural Equation (SEM) dari program statistik PLS 3.0 untuk menganalisis data. Hasil penelitian menunjukkan bahwa Job stress berpengaruh secara positif dan signifikan terhadap employee performance; Role Conflict berpengaruh secara positif dan signifikan terhadap Employee Performance; Role Conflict berpengaruh secara positif dan signifikan terhadap Job Stress; dan Workload berpengaruh secara positif dan signifikan terhadap Job Stress.

Kata Kunci : Workload, Role Conflict, Job Stress, Employee Performance