The Influence Of Workload And Job Stress On Employee Performance At The Karawang State Attorney's Office

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ABSTRACT

Purpose of the study — The purpose of this study is to examine the effect of workload and job stress on employee performance at the Karawang District Prosecutor's Office. **Research method—**This study employed a quantitative method with correlational research design. Data was collected from 53 employees using validated questionnaires measuring workload, job stress, and performance. Data was then analyzed using SPSS through multiple linear regression analysis.

Result— The results showed that workload and job stress positively and significantly influenced employee performance, both partially and simultaneously. Partially, workload had a significance value of 0.001 and job stress was 0.000. Simultaneously, they were significant with a value of 0.000. The determination coefficient was 0.751, meaning 75.1% of performance is influenced by workload and job stress.

Conclusion— In conclusion, excessive workload can lead to job stress which negatively impacts employee performance at the Karawang District Prosecutor's Office. Practically, assigning reasonable work duties according to employee capacity and implementing stress reduction programs are recommended.

Keywords: *Workload, Job Stress, Employee Performance.*

INTRODUCTION

A well-managed business can achieve optimal results, especially through human resource development. This is because HR development seeks to improve employee performance and abilities, which will ultimately be beneficial for the progress of the organization. Therefore, it is very important for every business or organization to implement efficient human resource management (Syahri Ramadoan et.al, 2022). Because when employees' abilities in managing the organization increase, it will lead to increased performance so that they can achieve

organizational goals. According to (Vania Sally Nabila, Wahyu Syarvina, 2022) there are various factors that influence employee performance, such as educational background that is not in line with their position, lack of commitment or motivation from employees, lack of discipline, and excessive workload, these factors can have an impact on an employee's performance. One of the things that influences how well employees perform is workload. In this case, of course an employee will be burdened with the targeted work. Because employees have limited time to complete various activities, the many tasks and obligations given to employees produce results that are below standard. Employee performance will decrease if this happens frequently (Vania Sally Nabila, Wahyu Syarvina, 2022). Workers can experience pressure due to work overload which can cause stress. Excessive work-related stress can harm employee performance and productivity as well as their physical and emotional health (Melky Ayub Pariakan, 2023).

As a state authority institution, the Karawang District Prosecutor's Office basically exercises state power in the field of prosecution. The Attorney General is responsible to the President and is an authorized institution tasked with upholding law and justice. In accordance with Law of the Republic of Indonesia no. 11 of 2021 regarding Amendments to Law no. 16 of 2004 concerning the Prosecutor's Office of the Republic of Indonesia, the Prosecutor's Office is expected to carry out its role as a law enforcement agency by ensuring the implementation of statutory regulations. Laws must be enforced, public interests protected, human rights upheld, and corruption, collusion and nepotism (KKN) eradicated. The Karawang District Prosecutor's Office is locatedon Jl. Attorney General R.Suprato No.4 Karangpawitan, Jl.Singaperbangsa, Nagasari, West Karawang District, Karawang, West Java. The number of employees is 53 employees.

During the initial observation of problems at the Karawang District Prosecutor's Office, what the Karawang District Prosecutor's office employees complained about was that when there was a case that had to be resolved, the employees felt that the workload was too high due to the very high risk of the job. This causes physiological physical stress and physical fatigue felt by employees, resulting in loss of concentration while working. Employees feel pressured by their leaders because they are required to complete their work immediately. If good quality human resources are not available to support the resources at the Karawang District Prosecutor's Office, then you will not get the best results. The performance of the Karawang District Attorney's employees has not reached the predetermined targets, the following are the performance achievements of the Karawang District Prosecutor's Office:

Table1Performance Achievements of the Karawang District Prosecutor's Office

NO	Description	Target	Realization	Results
1	Coaching	100%	67%	Not achieved
2	Intelligence	100%	98.73%	Not achieved
3	General Crimes	100%	58.37%	Not achieved
4	Special Crimes	100%	55.94%	Not achieved
5	Management of evidence and stolen goods	100%	85.62%	Not achieved
6	Civil	100%	99%	Not achieved

Source: Karawang District Prosecutor's Office

From table 1, all fields in the Karawang State Prosecutor's Office did not reach the targets set by the leadership. Because there are still many employees who feel that their workload is very excessive. In addition, employees do not understand their work so that employees experience work stress. Because the cases resolved by the Karawang State Prosecutor's Office were different and took a long time. Therefore, leaders must implement new breakthroughs on how to increase performance achievements.

Based on research conducted by (Anitha Paulina Tinambunan et al., 2020) workload and work stress have a positive and significant effect on the work performance of PT employees. Perkebunan Nusantara III (Persero) Medan. In line with research (Puspa Widianti and Herlina, 2023) shows that partially Workload (X1) is significant on employee performance (Y), partially Work Stress (X2) has a significant effect on employee performance, simultaneously Workload (X1) and Stress Work (X2) has a significant effect on employee performance (Y).

LITERATURE REVIEW AND HYPOTESIS DEVELOPMENT
1. Literature Review
   a. Management
      According to Haiman (2023:3) Management is defined as a function that aims to achieve something through the activities of other people. This is done by monitoring and directing individual efforts to focus on achieving common goals. It can be concluded that management is the process of organizing, planning and supervising the work carried out by an organization under the direction of a manager.
   b. Human Resource Management
      According to Simamora in Nikmat, (2022) a person's ability to complete tasks is called human resources. Human resource management includes involvement, development, evaluation, giving awards and managing members of an organization or group. It can be concluded that human resource management is an organizational effort where all members participate in planning, development and administration of assessments with the aim of achieving company or organizational goals and improving the quality of each individual.
   c. Workload
      According to Antonius Rino Vanchapo (2020:3), workload is a collection of tasks that must be carried out by a job holder or employee within a certain period of time. According to Minister of Home Affairs Regulation no. 12 of 2008 workload is the amount of work that must be carried out by one person or organizational unit and is determined by work volume and time standards. Boredom will arise if a worker's abilities exceed what is required of him. On the other hand, fatigue will be more pronounced if the employee's abilities do not meet the demands of the task (Wahyu Muji Lestasi et al., 2020).According to the diamanese theory by Johari (2020), workload is the total time and physical and mental energy required by employees to carry out their duties. There are 3 dimensions of workload, namely:
   a. Time load, which includes the number of working hours, deadline frequency, work intensity, and balance between work and social time.

b. Mental load, including task complexity, level of difficulty, and mental pressure due to the task.

c. Physical load, including the level of physical skills required, physical work intensity, and working environmental conditions.

According to another theory put forward by Nurlaili et al (2018), workload can cause work stress if the workload given is greater than the individual's work capacity. It can be concluded that workload is a task that must be completed within a certain time.

Workload Dimensions and Indicators

The author applies Munandar's theory found in Muhammad Maulidin (2022) to the dimensions and indicators used, namely:

1. Time Burden
2. Mental Load.
3. BurdenPhysique

d. Job Stress

According to Sinambela (2016:472) work stress is the feeling of pressure experienced by employees when facing work. According to Anitha Paulina Tinambunan et al. (2022), When there is conflict and change that occurs within an organization, interactions between people and their work can cause the development of work stress. It can be concluded that work stress is a condition of individuals who are experiencing demands from the organization, family or environment.

Job Stress Dimensions and Job Stress Indicators

According to Robbins and Judge in Muhammad Maulidin (2022), there are three dimensions and indicators, namely:

1. Individual Stress
2. Organizational Stress
3. StressEnvironment

e. Employee performance

According to Sinambela (2016:48) performance is the result of work achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities, in order to achieve ethical organizational goals. According to Sari Marliani and Thomas Nadeak (2019), performance is defined as everything that is achieved, achievements shown, and work abilities. According to Selye's (1956) theory of eustress and distress, there are two types of stress, namely eustress which is positive and supports performance, and distress which is negative and hinders performance. According to Robbins and Judge (2013), there are 3 dimensions of work stress, namely:

a. Individual stress (task perception, role conflict, role ambiguity)

b. Organizational stress (organizational structure, organizational climate, leadership)

c. Extraorganizational stress (economic, social, political, technological conditions)

Employee Performance Theory

According to Herzberg's theory of employee performance factors (1959), This is an additional explanation of the theoretical basis of the research. Please update the article if necessary. It can be concluded that an employee's performance is determined by the results they have achieved. According to Anwar Prabu Mangkunegara in Muhamad Maulidin (2022), there are 5 dimensions and indicators, namely:

1. Quality of Work
2. Work Quantity
3. Responsibility
4. Collaboration
5. Initiative

2. Hypotesis Development
**a. Effect of Workload (X1) on Performance (Y)**

According to research by Anita Paulina Tinambunan et al, (2020) workload and work stress have a significant positive effect on PT work performance. Nusantara III (Persero) Medan Plantation.In line with research (Puspa Widianti and Herlina, 2023) shows that partially Workload (X1) is significant on employee performance (Y), partially Work Stress (X2) has a significant effect on employee performance, simultaneously Workload (X1) and Stress Work (X1) has a significant effect on employee performance (Y).

b. Effect of Job Stress (X2) on Performance (Y)

Relevant research was conducted by Wahyu Muji Lestari et al, (2020) with the title The Effect of Work Stress, Work Conflict and Workload on Employee Performance, that the results of the research show that work stress has a positive and significant effect on employee performance.

c. The Effect of Workload and Work on Performance

According to research by Anita Paulina Tinambunan et al, (2020) workload and work stress have a significant positive effect on PT work performance. Nusantara III (Persero) Medan Plantation.
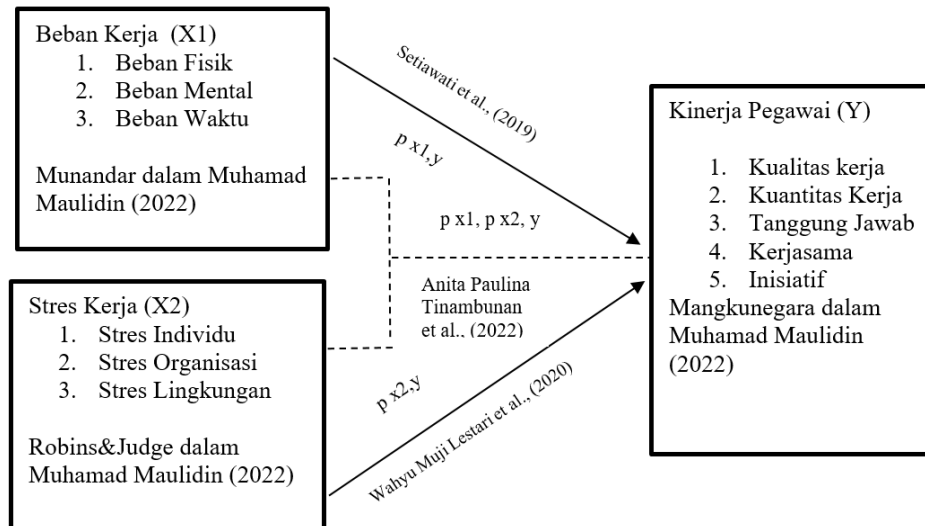
Figure 1. Research Model

Source: Author (2023)

Information

——————: Partial Test (t)

------------: Simultaneous Test (f)

Hypothesis

By taking the hypothesis from the framework mentioned above, it is suspected:

1: There is a partial influence of workload on performance.

2: There is a partial influence of work stress on performance.

3: There is a simultaneous influence of workload and work stress on employee performance.

METHOD

a. Research design

According to Sugiyono (2021), he emphasized that a quantitative approach can be used to study certain populations or samples,collecting quantitative research data using research instruments, quantitative or statistical data analysis, with the aim of testing predetermined hypotheses. The analysis uses descriptive and verification analysis methods.

b. Population

According to Sugiyono (2021), population is a broad category that includes items or people being studied with certain numbers and characteristics that the researcher decides to look at before making a decision.Population is not only the number of objects or subjects studied but includes all the characteristics possessed by the subjects or objects studied. The population in this study were 53 employees of the Karawang District Prosecutor's Office.

c. Sample

According to Arikunto (2012: 104), if the population is less than 100 people, then the total number of samples is taken, but if the population is more than 100 people, 10-15% or 20-25% of the population can be taken. In this study the population was less than 100 respondents, so the author took 100% of the population at the Karawang District Prosecutor's Office, namely 53 respondents. The author uses the entire population as a sample using census techniques.

d. Sampling Technique

The sampling technique is a sampling technique. Determination of the sampling technique in this research was carried out using Non Probability sampling. Non Probability sampling is a sampling technique that does not provide equal opportunities or opportunities for each element or member to select a sample (Sugiyono 2021).

e. Data collection technique

The method used to collect data in this research is through field research and library research. Field research includes interviews, questionnaires, and observations. Library research obtains various information through studying papers, journals and books (Muhamad Maulidin, 2022).

f. Data source

For the study carried out, primary and secondary data were used. Primary data is data collected through respondent surveys. The data obtained from this primary data needs to be processed again.Secondary data is data obtained from notes, books and magazines and so on (Muhamad Maulidin, 2022).

g. Measuring instrument

1. Workload was measured using a questionnaire developed by Munandar (2012) with 10 statement items.
2. Work stress was measured using an adaptation of the Robbins & Judge (2013) questionnaire with 10 statement items
3. Performance was measured using the Anwar (2015) questionnaire with 11 statement items

h. Measurement Scale - All statement items use a 1-4 Likert scale (1=never, 4=always)

i. Data Processing Techniques

1. The value of each item is added up to get a variable score. Scores are grouped using a range of values: 81-120=Low, 121-160=Medium, 161-200=High
2. Validity and Reliability

j. Validity test

1. Correlation analysis was carried out between item scores and total variable scores (item-total correlation test)
2. Items were deleted if the correlation was <0.3

k. Reliability Test

1. A reliability test was carried out with Cronbach's alpha coefficient
2. The instrument is reliable if alpha>0.6
3. Table 1: Cronbach's Alpha before and after deletion of invalid items

RESULTS AND DISCUSSION

1. Results

Validity Test Results

a. Workload Validity Test Results (X1), Work Stress (X2) and Performance (Y)

Based on the calculation results of the validity test of the workload variable (X1) with 10 statement items, the work stress variable (X2) with 10 statements and the performance variable (Y) with 10 statements as follows:

Table 2. Workload Validity Test Results (X1), Work Stress (X2) and Performance (Y)

No.	Work Load	Work Stress	Performance	R Table	Note
1	0,404	0,678	0,876		Valid
2	0,450	0,378	0,888		Valid
3	0,569	0,578	0,926		Valid
4	0,591	0,870	0,895		Valid
5	0,499	0,625	0,910	0,361	Valid
6	0,641	0,455	0,810		Valid
7	0,650	0,858	0,830		Valid
8	0,566	0,696	0,697		Valid
9	0,643	0,791	0,631		Valid
10	0,576	0,499	0,758		Valid

Source: Researcher 2023

The rcount value (Person Correlation) > rcritical is 0.361, which shows that all research variable statements have valid status, as seen in the table above.

b. Research Data Reliability Test

Table3. Workload Reliability Test Results (X1), Work Stress (X2), and Performance (Y)

No.	Variable	Rcrtical	Raccount	Criteria
1	Work Load	0,724		Reliable
2	Work Stress	0,826	0,600	Reliable
3	Performance	0,949		Reliable

Source: Researcher 2023

Reliability testing is carried out on statement items that are considered valid from the table above. If a variable consistently gives a consistent answer to a statement, then the

variable is considered trustworthy. The work stress instruments are performance, as well as the results of the workload reliability coefficient, namely. It seems that this performance has a value of "Cronbach's Alpha" > 0.60, which shows that the three instruments are reliable or meet the standards.

c. Descriptive Statistical Analysis

Descriptive analysis provides an overview of the characteristics of each variable in the research in terms of the number of samples, minimum value, maximum value, average value (mean) and standard deviation of each variable. The following are the results of descriptive statistical analysis tests in this research:

Table 4. Descriptive Statistics Test Results

	N	Minimun	Maximum	Mean	Std Deviation
Work Load	53	30.00	50.00	38.094	4.63376
Work Stress	53	18.00	40.00	20.0377	5.271
Performance	53	30.00	50.00	39.2457	6.31818
Valid N	53				

Source: Researcher 2023

Based on the table above, the results of descriptive statistical testing, the number of N is 53 employees.The workload variable (X1) has a minimum value of 30.00, a maximum value of 50.00, an average value (mean) of 38.0943 and a standard deviation of 4.63376. The work stress variable (X2) has a minimum value of 39.00, a maximum value of 50.00, an average value (mean) of 45.6604, and a standard deviation of 3.15585. The performance variable (Y) has a minimum value of 30.00, a maximum value of 50.00, an average value of 39.2453, and a standard deviation value of 6.31818.

d. Normality test

Determining whether a sample gives rise to a normal distribution or not is the goal of the normality test. Data normality was evaluated using the Kolmogorov-Smirnov Normality Test SPSS 25 software. Probability can be a basis for decision making. More specifically, the distribution of a regression model is considered normal when the probability is >0.05 and when the probability <0.05 is abnormal. Kolmogorov-Smirnov Normality Assessment is used to assess traditional assumptions, and the results are (Muhamad Maulidin, 2022).

Table 5. Normality test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		53
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	6,222012926
Most Extreme Differences	Absolute	,198
	Positive	,1981
	Negative	-,096
Test Statistic		,098
Asymp. Sig. (2-tailed)		,200[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Researcher 2023

The results of the normality test using the Kolmogorov-Smirnov Test of Normalcy are shown in the table above. where the probability value of 0.200 is achieved in this table. These findings show this value (0.200 > 0.05) > 0.05. So, it can be said that the research data follows a normal distribution or normal regression model.

e. Multicollinearity Test

Table 6. Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	29,455	,815		36,125	,000		
	WorkLoad	,143	,019	,523	7,431	,000	,968	1,033
	Work Stress	,149	,017	,0610	8,2678	,000	,568	1,033

a. Dependent Variable: Y

Source: Researcher 2023

Based on the table above, it shows the results of the multicollinearity test of the research variables. Where, in the table, the tolerance value for each independent variable in this study is 1.033 and the VIF value is 0.968. These results illustrate that there is no correlation between independent variables in a regression model because the tolerance value of each variable is > 0.10 and VIF < 10 (0.968 > 0.10) and (1.033 < 10).

f. Heteroskedasticity Test

Table 7. Heteroskedasticity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	29,455	,815		36,125	,000
	WorkLoad	,143	,019	,523	7,431	,000
	Work Stress	,149	,017	,610	8,2678	,000

a. Dependent Variable: Y

Source: Researcher 2023

When significant values exceed the 5% confidence level or > 0.05, the probability results are considered significant.

g. Autocorrelation Test

Table 8. Autocorrelation Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.872[a]	.761	.751	.63433	1.430

a. Predictors: (Constant), Work Stress, WorkLoad

b. Dependent Variable: Y

Source: Researcher 2023

The DW value shown in Figure 8 is 1.430 with a range of -2 < 1.430 < +2. So, it can be said that autocorrelation does not exist.

h. Multiple Linear Regression Analysis

Table 9. Multiple Linear Regression Analysis Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	29,455	,815		36,125	,000
	WorkLoad	,143	,019	,523	7,431	,671
	Work Stress	,149	,017	,610	8,2678	,802

a. Dependent Variable: Y
Source: Researcher 2023

According to the test results above, the regression equation can be developed as follows = Y = 29.455 + (0.143) + (0.149) + e. Based on the equation above, it can be described as follows:

a. The constant is 29.455 and is positive, meaning that when the workload variable (X1) and work stress (X2) are zero or constant then the value of the Performance variable (Y) is 29.455

b. The regression coefficient Karawang experienced a decrease of 0.143. Assuming the independent variables other values are fixed. The positive coefficient value (0.143) shows that the workload on the performance of Karawang District Attorney employees has a positive influence.

c. The regression coefficient experienced a decrease of 0.149. It is assumed that the other independent variables are fixed values. The negative coefficient value (0.1949) shows that work stress has a positive effect on the performance of Karawang District Attorney employees.

i. Analysis of the Coefficient of Determination
Table 10. Determination Coefficient Analysis Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,872[a]	,761	,751	,63433

a. Predictors: (Constant), X3
Source**:** Researcher 2023

According to the calculation results of the coefficient of determination above which shows a result of 0.751, the performance of the Karawang District Prosecutor's Office employees can be influenced by workload and work stress simultaneously at 75.10% and 24.90% respectively depending on other factors such as work discipline, competence, motivation, and so on.

Hypothesis testing
a. Partial Test (t Test)

Table11. Partial Test Results (t Test)
Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	29,455	,815		36,125	,000
	WorkLoad	,143	,019	,523	7,431	,000
	Work Stress	,149	,017	,610	8,678	,000

a. Dependent Variable: Y

Source: Researcher 2023

a. From the table above, it shows a sig value of 0.001 < α (0.05) and tcount (7.431) > ttable (2.007) so Ho is rejected. So it is stated that partially a significant influence of workload on the performance of Karawang District Attorney employees was found, so Ho was rejected and H1 was accepted.

b. From the table above, it shows a sig value of 0.000 < α (0.05) and tcount (8.678) > ttable (2.007) so Ho is rejected. So it is partially stated that there is a significant influence between work stress on the performance of Karawang District Attorney employees, so Ho is rejected and H1 is accepted.

b. Simultaneous Hypothesis Test (F Test)
Table 12. Simultaneous Test Results (F Test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63,931	2	31,945	879,442	,000[b]
	Residual	20,119	50	,402		
	Total	84,050	52			

a. Dependent Variable: Y
b. Predictors: (Constant), Work Stress, WoorkLoad,
Source: Researcher 2023

Based on the table above, it shows that Ho is rejected because the sig value (0.000) < α (0.05) and Fcount (79.442) < Ftable (3.179). Thus, it can be concluded that workload and work stress simultaneously influence the performance of Karawang District Attorney employees.

Descriptive Analysis

a. Descriptive Discussion of Workload

Based on the research results, it shows that the workload on performance at the Karawang District Prosecutor's Office has 3 dimensions, 7 indicators and 10 statements, with a total score of 2005 with an average of 200 which is in the scale range of 53-265 with high criteria. This means that the workload felt by employees is high. Meanwhile, the highest indicator is "Employee completion in completing more than 1 job at a time" with a score of 229 in the very high category. Meanwhile, the lowest score was "Current physiological physical burden felt by employees" with a score of 180 on a scale range of 53-265 in the high category.

b. Descriptive Discussion of Job Stress

Based on the research results, it shows that work stress at the Karawang Prosecutor's Office has 3 dimensions, 8 indicators and 10 statements, with a total score of 2003 with an average of 200 which is in the scale range of 53-265 with high criteria. This means that the work stress felt by employees is high. Meanwhile, the highest indicator is "Employees try to complete tasks" with a score of 240 in the very high category. Meanwhile, the lowest score "Level of employee economic problems" with a score of 151 on a scale range of 53-265 is quite high.

c. Descriptive Discussion of Performance

Based on the research results, it shows that the performance at the Karawang Prosecutor's Office has 5 dimensions, 11 indicators and 10 statements, with a total score of 2066 with an average of 206 which is in the scale range of 53-265 with good criteria. This means that it shows that the employee's perceived performance is good. Meanwhile, the highest indicator is "Use of tools in completing work" with a score of 232 in the very good category. Meanwhile, the lowest score was "Employee speed in completing tasks" with a score of 180 on a scale range of 53-265 with good criteria.

Verification Analysis

a. Effect of Workload on Performance

Based on partial test results, it shows that the workload variable has a significant positive effect on the performance of the Karawang District Attorney's employees, as evidenced by the sig value of 0.001<0.05 and the t-count value of the workload variable 7.431>2.007 from ttable. It can be concluded that the workload variable partially influences the performance of the Karawang District Prosecutor's Office employees. The results of this research are in line with research (Setiawati et al., 2019) entitled the influence of workload and individual characteristics on employee performance at PT. Maybank Indonesia Samarinda central branch found that workload had a significant effect on performance.

b. The Effect of Job Stress on Performance

Based on partial test results, it shows that the work stress variable has a significant positive effect on the performance of the Karawang District Attorney's employees, as evidenced by the sig value of 0.000 < 0.05 and the t-count value of the work stress variable 8.678 > 2.007 from t table. It can be partially concluded that the work stress variable influences the

performance of the Karawang District Prosecutor's Office employees. The results of this research are in line with research research (Nabila Rifqayani Ilham and Arif Partono Prasetio, 2022) entitled The Effect of Work Stress on Employee Performance at PT Telkomsel Area 3, the research results show that work stress has a positive and significant effect on employee performance.

c. The Effect of Workload and Work Stress on Performance

Based on the results of simultaneous testing, it shows that the sig value is 0.000 < 0.05 and the fcount result is 79.442 > 3.179 ftable, Ho is rejected and Ha is accepted. It can be concluded that the variables of workload and work stress simultaneously influence the performance of the Karawang District Prosecutor's Office. Research resultAnita Paulina Tinambunan et al, (2020) workload and work stress have a significant positive effect on PT work performance. Nusantara III (Persero) Medan Plantation.

2. Discussion

2.1 Workload

The results showed that workload score for employees at the Karawang District Prosecutor's Office was in the high category. This is consistent with previous studies that found workload to have a positive and significant influence on employee performance (Setiawati et al., 2019; Siregar & Linda, 2022). With heavy caseloads and tight deadlines, employees likely experienced high time pressures that affected their productivity.

However, the workload level found in this study was higher than reported by Tinambunan et al. (2020) for prosecutors. A possible reason is that Karawang faces a larger number of cases compared to the office studied in the other research. Work procedures may also be less efficient. This highlights the need to optimize workload distribution and work processes.

2.2 Job Stress

Stress levels experienced by employees were also high. Excessive workload appeared to be a major cause of job stress as employees struggled to cope with demands. This is in line with the theory that workload beyond individual capacity leads to stress (Nurlaili et al., 2018). Stressed employees found it difficult to focus and perform tasks well.

The significant influence of job stress on performance aligns with previous studies (Wahyu et al., 2020; Nabila & Rifqayani, 2022). However, other unexplored stressors like interpersonal conflicts, role ambiguity, and economic issues could also be factors. Further research with more variables is needed.

2.3 Performance

Despite average performance being categorized as good, targets were not fully met as seen from Table 1. This suggests room for improvement. The positive effect of workload and stress showed that reducing these could enhance employee productivity and achievement of organizational goals. However, other unstudied variables like motivation may also play a role.

CONCLUSION

Based on workload research at the Karawang District Prosecutor's Office, employees feel a high workload worth 200 in the high category. Based on work stress research, Karawang District Prosecutor's Office employees feel high work stress with a score of 200 in the high category. The performance of the Karawang District Attorney's employees is in the good category with a score of 206 in the good category.

According to the research results, partially the workload variable has a significant positive effect on the performance of Karawang District Attorney employees with a value of sig 0.001< 0.05 and the calculated value of the workload variable is 7.431> 2.007 from ttable. According to partial research results, the work stress variable has a significant positive influence on the performance of the Karawang District Prosecutor's Office as evidenced by the sig value of 0.000 < 0.05 and the t-count value of the work stress variable 8.678 > 2.007 from t table. According to the research results, the variables workload and work stress simultaneously have a very significant influence on the performance of the Karawang District Attorney's employees with a sig value of 0.000 < 0.05 and the fcount result is 79.442 > 3.179 ftable.

If the workload is too much it will result in work stress for employees, this can affect the performance of the Karawang District Prosecutor's Office employees. Suggestion: Reasonable assignment according to employee capacity. Provision of adequate work facilities. Work stress reduction program for employees. Subsequent research added variables and samples.

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