

ABSTRACT

EFFECT OF WORKLOAD AND STYLE OF TRANSFORMATIONAL LEADERSHIP TO EMPLOYEES PERFORMANCE DEDICATED BY STRESS WORK ON FINANCIAL AND REGIONAL AREA OF REGENCY OF PANIAI.

IVANA YULI ASTUTI, SE

Alumni Prodi MM UPN “ VETERAN” Yogyakarta

Nama Dosen Pembimbing

Prof.Dr. Arief Subyantoro,MS

Dr. Sabihaini, M.Si

This study aims to determine the effect of workload and transformational leadership style on employee performance mediated by job stress on the Regional Finance and Asset Agency of Paniai Regency. In this study using 4 variables consisting of dependent variable (Y), Variable Mediation (Z) and 2 independent variables (X1 and X2). The dependent variable is employee performance, Mediation variable is job stress, and independent variable is work load and transformational leadership style. Survey method and inferential approach used in this research. The population in this study is all Civil Servants in the Regional Finance and Asset Agency of Paniai Regency amounted to 62 (sixty two). The research instrument is questionnaire. The data analysis technique uses Partial Least Square (PLS).

The results showed that: (1) There are negative and significant influence of workload on employee performance (2) There are positive and significant influence of transformational leadership style on employee performance. (3) There is a negative and significant influence Workload on employee performance that is mediated by job stress. (4) There is a positive and significant influence of transformational leadership style on employee performance that is mediated by job stress. The dominant variable affecting employee performance is the transformational leadership style.

Keywords: Workload, Transformational Leadership Style, Working Stress, Employee Performance, BKAD Paniai, Papua.