

ABSTRACT

This study aims to determine and to analyse the influence of Work-Life Balance, Time Demands of Work and Work Load on Work Stress at Marketing & Business Development Department of PT Garuda Maintenance Facility Aero Asia Tbk.. Technique of collecting data in form of questionnaire by using likert scale. This research was conducted on 70 respondents by using quantitative descriptive approach and hypothesis testing. For that, the method of data analysis used is Structural Equation Model (SEM) with Smart PLS analysis tools.. The results of this study show that Work-Life Balance had a negative and significant effect on work stress, Time Demands of Work had a positive and significant effect on work stress, and Work Load also had a positive effect on work stress.

Keywords: Work-Life Balance, Time Demands of Work, Work Load, Work Stress



ABSTRAKSI

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *work life balance*, *time demands of work*, dan beban kerja terhadap stres kerja pada karyawan dinas Marketing & Business Development, PT Garuda Maintenance Facility Aero Asia Tbk.. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah berbentuk kuisioner dengan menggunakan skala likert. Penelitian ini dilakukan terhadap 70 responden dengan menggunakan pendekatan deskriptif kuantitatif dan pengujian hipotesis. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *work-life balance* berpengaruh negatif dan signifikan terhadap stres kerja. *Time demands of work* berpengaruh positif dan signifikan terhadap stres kerja. Beban kerja berpengaruh positif dan signifikan terhadap stres kerja.

Kata kunci : *Work-life balance*, *Time demands of work*, Beban kerja, Stres kerja

