The Effect of Workload on Performance through Time Management and Work Stress of Educators

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Abstract

This study aimed to measure and analyze the effect of workload on employee performance both directly and through time management and work stress on Educators at STIKES Pelamonia Makassar. The approach used in this research is quantitative with a cross-sectional system. The research location is at the STIKES Pelamonia Campus, which is located at Jl. Garuda no. 3AD Makassar City, South Sulawesi Province. The entire population was sampled with 53 employees in conducting statistical tests using the path model analysis (Analysis of Path Model). Based on this research, the results are as follows: 1) Workload has a positive and significant impact on time management. 2) Workload has a positive and significant impact on work stress. 3) Workload has a positive and significant impact on employee performance. 4) Time management has a positive and significant impact on employee performance. 5) Job stress has a positive and significant impact on employee performance. 6) Expenses have a positive and significant impact on employee performance through time management 7) Workload has a positive and significant impact on employee performance through work stress of teaching staff at STIKES Pelamonia Makassar.

Keywords:
Workload, Time Management, Work Stress, and Employee Performance

1. Introduction

Human resources, commonly referred to as employees, play an important role in a company, where employees play a role in advancing all work activities. Therefore, the company's human resources must be appropriately managed to achieve the company's desired goals. In the current era of globalization, it requires high competitiveness, meaning that companies do not need to spend energy to innovate so that human resources in the company must be more productive and better over time (Nuria, 2017).

Workloads that are too heavy or too light will result in inefficiency. Simultaneously, too many workloads mean too much work, which will cause the organization to pay more employees with the same productivity, resulting in cost inefficiency. Conversely, suppose the workforce is insufficient, or there are many jobs, and the number of employees is small. In that case, it will result in employees' physical and mental fatigue, which will cause employees to be too tired and result in low work efficiency. One example of the main tasks that researchers take is the academic staff, where the team is also a lecturer. The staff's main job is to prepare the academic community's management and control the teaching and learning process carried out by lecturers to students, carrying out bookkeeping, calculation/verification, evaluation, academic reporting, and administering student data to academic activities. It is necessary to do time management so that the workload given runs according to the desired target and does not create a buildup of work. It does not cause work stress and will affect the performance of the educational staff. If humans cannot adapt to the inside and outside reality, they often feel pressure because the pressure is an inevitable part of human life. The time limit set by the boss will be challenging to complete optimally. They usually accept job requirements from their superiors, work pressure, and other tasks they must complete, making other tasks pile up. This can lead to work pressure which ultimately affects employee performance (Jobdes employees at STIKES Pelamonia). This study aims to measure and analyze the effect of workload on employee performance both directly and through time management and work stress on Educators at STIKES Pelamonia Makassar.

2. Literature Review

According to Dahnia (2010), a workload is a group or group of activities that an organizational unit must complete. Meanwhile, according to Kurnia (2010), the workload is the process of analyzing the time spent by a person or group of people completing a task (position) or a group of functions (work unit), which is carried out in normal circumstances. The mismatch between workers and their jobs results from the excessive workload and less time to do a lot of work. According to Reni (2017), the workload has a negative and significant effect on employee performance, which means that the lower the workload, the higher the employee's performance, and vice versa, the higher the workload, the lower the resulting performance. In previous research conducted by Jeky KR, Sofia A, and Wehelmina (2018), who conclude from these studies' results, workload and work ethic have a positive and significant effect on performance research by Riny Candra (2017). and job stress on employee performance at PT. Mega Auto". The conclusion from the results of this study that workload has a significant effect on work stress. So, this research supports the results of research conducted by Riny Candra (2017).

The ability to define and carry out all tasks and clarify goals and deadlines in professional and personal life is time management (Sanusi, 2009; Nuraini et al., 2019; Umanailo, 2020, 2019). According to Agnes (2016), practical and effective time self-regulation in planning and scheduling, controlling time, always prioritizing, and not delaying the work to be completed is time management. If time management can be optimized, it will affect improving employee performance. This is one of the contributions of time management to employee performance. Poor time management can cause a person to delay time, which affects performance and fails to complete tasks on time (Mujihidah 2014; Mu'adi et al., 2020; Nawawi et al., 2020). Multiple regression data management carried out in this study provides the result that time management has a positive and significant effect on the teaching staff's employee performance at the STIKES Pelamonia Makassar campus.

Questions about work stress are related to stress in the work environment, namely in the interaction between an employee and aspects of his job. In discussing work stress, it is necessary first to understand the definition of work stress in general (Veithal Rivai and Dedi Mulyadi, 2010). Stress is external demand for humans, such as objects in the environment or objectively harmful stimuli. Stress is also usually defined as pressure, tension, or unpleasant distraction from outside the person (Charles D. Spielberger 2010). Job stress is an imbalance of desires and the ability to fulfill them, causing essential consequences for him (Laundy as quoted by VaithY3al Rivai 2010). Job stress is a condition that arises from the interaction between individuals and their jobs, namely the characteristics that occur within the company are not appropriate, and the changes that occur are not fundamental (Beer and Newman 1978 in Sutarto Wijono, 2010).

Work stress can be regulated periodically. Individuals are constantly faced with appropriate tasks, and if necessary, they will give complete confidence and delegate specific tasks to others (Selye in Ashar Sunyoto, 2008). Job stress has both positive and negative effects on employees. The positive impact from low to moderate levels of pressure is in the workplace because it is a driving force for improving employee performance. Meanwhile, high-stress levels' negative effect is a sharp decline in employee performance (Sasono, 2004). When an employee or manager can manage their stress well, the consequences are functional (positive). On the other hand, if they ignore the stress that appears,

the results will be harmful to the individual and the organization. So, stress has a negative impact and has a positive effect on a person. Following the opinion expressed by Hans Selye in Luthan (2008), which states that stress is not just nervous tension, stress can have positive consequences, stress is not something to be avoided, and the absence of stress is death at all. Based on Tri Wartono's (2017) research, he concludes his analysis that there is a very strong or positive significant influence between job stress on employee performance. Noor Aini Aslihah (2015) conducted a study from his research, namely work stress effects. positive and critical towards employee performance

According to Dessler in R. Joko Sugiharjo (2006), employee performance is a work performance, namely a comparison between the results that can be seen in real terms with its work standards. According to Irham Fahmi (2016), part of the overall organizational effectiveness is a corporate performance that meets the needs set by each group in terms of systematic work and enhances the organization's ability to meet its needs sustainably and effectively. According to Munandar (2008), the equivalent words of performance appraisal, work weighing, performance assessment (work), work appraisal, and performance weighing are performance appraisals. Work behavior and employee work result support their job performance in evaluating personality traits. The job is the factor that must be considered when following up concerning the job and is the definition of job evaluation.

3. Methods

This research uses quantitative research with a cross-sectional approach. With this study's design, the researcher wanted to know how much influence the workload on performance through time management and work stress of education personnel at STIKES Pelamonia Makassar. The following research population is all employees of the campus of STIKES Pelamonia Makassar. Fifty-three people determined this study's sample because the population is considered minor. The entire population is sampled. The techniques for obtaining samples in the subsequent studies are nonprobability samples or saturated samples. The reason is that researchers see that the sample size is very minimal/small. Researchers in this study carried out the stages in collecting data by dividing questionnaires into respondents. Then to fulfill the data needed to support this research, various techniques to collect data are required. Collect data starting from field surveys by looking at the relationship related to the problem. This research is carried out to fulfill primary data such as interviews, questionnaires, and observations. The following technique is through literature study and literature and references to be reviewed and analyzed. In the implementation of data analysis, all existing data results are processed and analyzed in several stages and test results. These stages started from the validity test stage, the reliability test, then entered the descriptive analysis, and the analysis used in this research was the path model analysis.

4. Results

4.1. Validity and Reliability Test

The test at the validity of the indicators in this study was carried out using the product-moment correlation technique. The validity level test is carried out through the correlation between the scores obtained by each statement item with the total score. If the value is above 0, 30 states the indicator is valid. But if the value is below 0, 30 means the hand is not in a good position. Therefore, it cannot be used for this research. The results of this validity test can be described in a table as follows:

Table 1. Validity test results

Variable	Indicator	Corrected Item Total Correlation	Conclusion
Workload	X1	0.538	Valid
	X2	0.592	Valid
	X3	0.281	Valid
	X4	0.348	Valid
	X5	0.450	Valid
	X6	0.628	Valid
	X7	0.367	Valid
	X8	0.567	Valid
Time Management	Y1.1	0.418	Valid
	Y1.2	0.499	Valid
	Y1.3	0.528	Valid
	Y1.4	0.366	Valid
	Y1.5	0.287	Valid

	Y1.6	0.434	Valid
	Y1.7	0.656	Valid
	Y1.8	0.666	Valid
	Y1.9	0.314	Valid
	Y1.10	0.280	Valid
	Y1.11	0.400	Valid
	Y1.12	0.330	Valid
Job Stress	Y2.1	0.706	Valid
	Y2.2	0.613	Valid
	Y2.3	0.565	Valid
	Y2.4	0.590	Valid
	Y2.5	0.786	Valid
	Y2.6	0.415	Valid
	Y2.7	0.500	Valid
	Y2.8	0.718	Valid
	Y2.9	0.611	Valid
	Y2.10	0.463	Valid
	Y2.11	0.735	Valid
	Y2.12	0.422	Valid
Employee Performance	Y31	0.352	Valid
	Y32	0.553	Valid
	Y33	0.485	Valid
	Y34	0.706	Valid
	Y35	0.536	Valid
	Y36	0.592	Valid
	Y37	0.732	Valid
	Y38	0.655	Valid
	Y39	0.636	Valid
	Y310	0.663	Valid
	Y311	0.734	Valid
	Y312	0.473	Valid

Sourced: Primary data processed in 2020

Based on table 1, it is concluded that all statement items by each variable that has been studied are valid, proven by having a value above 0.279. So, all things are suitable for use in this research process.

Instrument testing was tested using the Cronbach Alpha (α) SPPS statistics. One variable model is called reliable if it gives a Cronbach Alpha value> 0.60. The results of the reliability test for uneven Workload (X), Time Management (Y1), Work Stress (Y2), and Employee Performance (Y3)

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	N of Item	Conclusion
Workload	0,631	8	Reliable
Time Management	0,615	12	Reliable
Job Stress	0,832	12	Reliable
Performance	0,818	12	Reliable

Sourced: Primary data processed 2020

Based on table 2, the test results of reliability using the Cronbach's alpha model can be understood if the value of the Cronbach's alpha reliability coefficient, which has been measured, is more than 0.60. Because all Cronbach's alpha values for each variable are above the deadline or cut-off point of 0.600 so it can be concluded that all variables are reliable.

4.2. Variable Description
Variable Description of Workload Variables (X)
Descriptive analysis of the results of respondents 'statements related to inspirational leadership variables based on the results of respondents' opinions on the questionnaire can be seen in table 4 such as:

Table 3. Description of Workload Variables (X)

Variable Indicators	SS		S		KS		TS		STS		Total
	f	%	F	%	f	%	f	%	f	%	Mean
X1.1	11	20,8	24	45,3	10	18,9	7	13,2	1	1,9	3,70
X1.2	1	1,9	30	56,6	7	13,2	10	18,9	5	9,4	3,23
X1.3	19	35,8	28	52,8	4	7,5	-	-	2	3,8	4,17
X1.4	19	35,8	29	54,7	5	9,4	-	-	-	-	4,26
X1.5	1	1,9	8	15,1	12	22,6	20	37,7	12	22,6	2,36
X1.6	14	26,4	18	34	3	5,7	5	9,4	13	24,5	3,28
X1.7	-	-	6	11,3	6	11,3	20	37,7	21	39,6	1,94
X1.8	2	3,8	7	13,2	13	24,5	18	34	13	24,5	2,38
Mean workload variables at Stikes Pelamonia Makassar											3,16

Sourced: Primary data processed in 2020

Based on the preceding, the eight indicators on the wildly influential workload variable are the indicator (X1.4), where the needle has a mean value of 4.26. The indicator belongs to the very high category between 4.01 - 5, 00, where the indicator with the lowest effect is the indicator (X1.7). The indicator has a mean value of 1.94, where the indicator belongs to the poor category between 1.01 - 2.00. Variable Description of Time Management (Y1). Descriptive analysis of the results of respondents' statements related to time management variables based on what respondents answered on the questionnaire can be seen in Table 5, as shown below. below this:

Table 4. Description of Time Management Variables (Y1)

Variable Indicators	SS		S		KS		TS		STS		Total
	f	%	f	%	f	%	f	%	f	%	Mean
Y1.1	14	20	18	25,7	3	4,3	5	7,1	13	18,6	3,28
Y1.2	-	-	6	8,6	6	8,6	20	28,6	21	30	1,94
Y1.3	2	2,9	7	10	13	18,6	18	25,7	13	18,6	2,38
Y1.4	2	2,9	4	5,7	19	27,1	18	25,7	10	14,3	2,43
Y1.5	10	14,3	28	40	10	14,3	5	7,1	-	-	3,81
Y1.6	1	1,4	8	11,4	12	17,1	20	28,6	12	17,1	2,36
Y1.7	6	8,6	7	10	13	18,6	18	25,7	9	12,9	2,68
Y1.8	6	8,6	7	10	16	22,9	13	18,6	11	15,7	2,7
Y1.9	4	5,7	24	34,3	18	25,7	7	10	-	-	3,47
Y1.10	15	21,4	22	31,4	11	15,7	5	7,1	-	-	3,88
Y1.11	11	15,7	31	44,3	8	11,4	1	1,4	2	2,9	3,9
Y1.12	17	24,3	28	40	4	5,7	-	-	4	5,7	4,01
Mean Time Management Variables at Stikes Pelamonia Makassar											3,07

Sourced: Primary data processed in 2020

Based on the preceding, it can be concluded that based on the twelve indicators of the time management variable, the most influential is the indicator (Y1.12), where the needle has a mean value of 4.01 where the hand belongs to the very high category between 4.01 - 5, 00, and the indicator with the lowest effect is the indicator (Y1.2) where the needle has a mean value of 1.94 where the needle is in the poor category between 1.01 - 2.00. Variable Description of Job stress (Y2). The descriptive analysis is based on the respondent's statement regarding the Work Stress variable based on the respondent's results regarding the questionnaire's statements given to the respondent. Various kinds of products answered by respondents related to work creativity variables can be seen in table 6:

Table 5. Description of Job Stress Variable (Y2)

Variable Indicators	SS		S		KS		TS		STS		Total
	f	%	f	%	f	%	f	%	f	%	Mean
Y2.1	17	32,1	24	45,3	8	15,1	4	7,5	-	-	4,02
Y2.2	13	24,5	30	56,5	6	11,3	4	7,5	-	-	3,98
Y2.3	11	20,8	29	54,7	10	18,9	3	5,7	-	-	3,91
Y2.4	12	22,6	25	47,7	14	26,4	2	3,8	-	-	3,89
Y2.5	10	18,9	23	43,4	10	18,9	8	15,1	2	3,8	3,58
Y2.6	4	7,5	24	45,3	18	34	7	13,2	-	-	3,47
Y2.7	16	30,2	28	52,8	7	13,2	2	3,8	-	-	4,09
Y2.8	18	34	19	35,8	9	17	3	5,7	4	7,5	3,83
Y2.9	17	32,1	11	20,8	14	26,4	8	15,1	3	5,7	3,58
Y2.10	15	28,3	17	32,1	16	30,2	3	5,7	2	3,8	3,75
Y2.11	12	22,6	29	54,7	7	23,1	5	9,4	-	-	3,9
Y2.12	10	18,9	28	52,8	10	18,9	5	9,4	-	-	3,81
Mean Job Stress Variable at Stikes Pelamonia Makassar											3,81

Sourced: Primary data processed in 2020

Based on the preceding, it can be concluded that of the eight indicators on the wildly influential workload variable (Y2.7), the hand has a mean value of 4.09. The indicator belongs to the very high category between 4.01 - 5, 00. The indicator with the lowest effect is the indicator (Y2.6), where the hand has a mean value of 3.47 where the indicator belongs to the high category between 3.01 - 4.00. Variable Description of Employee Performance (Y3). Descriptive analysis is based on the respondent's statement regarding the Employee Performance variable based on the respondent's results regarding the words in the questionnaire that has been given to the respondent. Various kinds of products answered by respondents related to employee performance variables can be seen in Table 7 as shown below this:

Table 6. Description of Employee Performance Variable (Y3)

Variable Indicators	SS		S		KS		TS		STS		Total
	f	%	f	%	f	%	f	%	f	%	Mean
Y31	3	5,7	24	45,3	21	39,6	3	5,7	2	3,8	3,43
Y32	4	7,5	29	54,7	16	30,2	4	7,5	-	-	3,62
Y33	6	11,3	25	47,2	19	35,8	3	5,7	-	-	3,64
Y34	18	34	24	45,3	8	15,1	3	5,7	-	-	4,08
Y35	14	26,4	23	43,4	14	26,4	2	3,8	-	-	3,92
Y36	13	24,5	31	58,5	8	15,1	1	1,9	-	-	4,06
Y37	10	18,9	34	64,2	9	17	-	-	-	-	4,02
Y38	12	22,6	34	64,2	6	11,3	1	1,9	-	-	4,08
Y39	8	15,1	39	73,6	6	11,3	-	-	-	-	4,03
Y310	14	26,4	32	60,4	7	13,2	-	-	-	-	4,13
Y311	16	30,2	30	56,6	7	13,2	-	-	-	-	4,16
Y312	17	32,1	28	52,8	5	9,4	3	5,7	-	-	4,11
Mean Job Stress Variable at Stikes Pelamonia Makassar											3,94

Sourced: Primary data processed in 2020

Based on the preceding, the eight indicators on the wildly influential workload variable are the indicator (Y311), where the indicator has a mean value of 4.16. The indicator belongs to the very high category between 4.01 - 5.00. The indicator with the lowest effect is the indicator (Y32), where the indicator has a mean value of 3.62 where the indicator belongs to the high category between 3.01 - 4.00.

4.3. Results of Data Analysis

Hypothesis 1; Based on the analysis of the path model, the result is the structure I presented below:

Table 7. Substructure Hypothesis Test I

		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	Std. Error	Beta	T	Sig.
1	(Constant)	14.896	4.267		3.491	.001
	Workload	.868	.167	.589	5.207	.000
a. Dependent Variable: Time Management						

Sourced: Primary Data after processing in 2020

Based on Table 7, the workload related to time management is the T Count value, which is 5,207. In contrast, the Table T value of 1.67 two values indicates that the value in T Count is 5,207 > Table T value is 1.67. The value of significance < 0,05, Based on that hypothesis 1 accepted, means the workload has a positive and significant influence on the management of time on employees at the campus STIKES Pelamonia Makassar.

Hypothesis 2; Based on the analysis of the path model, the result is structure II presented below:

Table 8. Substructure Hypothesis Test II

		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	Std. Error	Beta	T	Sig.
1	(Constant)	42.233	6.228		6.781	.000
	Workload	.142	.243	.082	.584	.026
a. Dependent Variable: Work Stress						

Sourced: Primary Data after processing in 2020

Based on Table 8, it can be seen that the results show the workload related to work stress is the value in T Calculate which is 6,781 and while the Table T value is 1.67, the two values indicate that the weight on the T Count is 6,781 > table T value is 1.67. The significance value is 0.0, 05. Based on that, hypothesis 2 accepted that the workload has a positive and significant influence on employees' work stress at the STIKES Pelamonia Makassar campus.

Hypothesis 3; Based on the analysis of the path model, the result is structure III presented below:

Table 9. Substructure Hypothesis Test III

		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	Std. Error	B	T	Sig.
1	(Constant)	3.528	10.935		3.066	.004
	Workload	.536	.282	.307	1.901	.036
	Time Management	.439	.192	.371	2.287	.027
	Work Stress	.316	.177	.234	1.784	.018
a. Dependent Variable: Performance						

Sourced: Primary Data after processing 2020

Based on Table 9, the workload related to employee performance is the value in T Count, 1,901. While the Table T value is 1.67, the two values show that the T Count's weight is 1,901 > Table T value is 1.67, and its significance < 0, 05. Based on that hypothesis 3 received, the workload has a positive and significant influence on employees' performance at the campus STIKES Pelamonia Makassar. Hypothesis 4; Based on Table 10, the relationship of time management to employee performance is the T Count value, which is 2,287. While the table T value is 1.67, the two values indicate that the T Count's weight is 2,287 > table T value is 1.67. The significance value is 0.05. Based on that, hypothesis 4 accepted means that time management has a positive and significant influence on employees' performance at the STIKES Pelamonia Makassar campus.

Hypothesis 5; Based on Table 4.10, the relationship of work stress to employee performance is the value on T Count, which is 1,784. While the table T value is 1.67, the two values show if the T Count's weight is 1,784 > table T value is 1.67, and the value for the discussion of significance < or below from 0.05. Based on that, hypothesis 5 accepted means work stress has a positive and significant influence on employees' performance at the campus STIKES Pelamonia Makassar.

Hypothesis 6; Based on the test results it is known that the indirect relationship between workload variable (X) to employee performance (Y3) through time management variable (Y1) by using formulation Y3 = (XY1 x Y1Y3) + XY3 = (0.589 x 0.371) + 0.307. Assigned the total relationship that occurs between the workload variable (X) against the employee performance variable (Y3) through the time management variable (Y1) of 0.218 or 0.218 + 0.307 = 0.525. It can be assumed that the sixth hypothesis is accepted. Hypothesis 7; Based on test result 7) Indirect relationship between workload variable (X) to employee performance (Y3) through work stress variable (Y2) using formulation Y3 = (XY2 x Y2Y3) + XY3 = (0.082 x 0.234) + 0.307. Given the total relationship that occurs between the workload variable (X) to the employee performance variable (Y3) through work stress (Y2) of 0.019 or 0.019 + 0.307 = 0.326. It can be assumed that the seventh hypothesis is accepted.

Table 10. Hypothesis Test Results

Direct contact	B	Status
X to Y1	0,589	Hypothesis accepted
X to Y2	0,082	Hypothesis accepted
X to Y3	0,307	Hypothesis accepted
Y1 against Y3	0,371	Hypothesis accepted
Y2 to Y3	0,234	Hypothesis accepted
Indirect relationships		
X1 to Y3 via Y1	0,218	Hypothesis accepted
X2 to Y3 through Y2	0,019	Hypothesis accepted

Source: through Primary Data after processing in 2020

As for then to test related variables (Y1) and Variables (Y2) is partial mediation, in other words, complete mediation so conducted test where the results are there
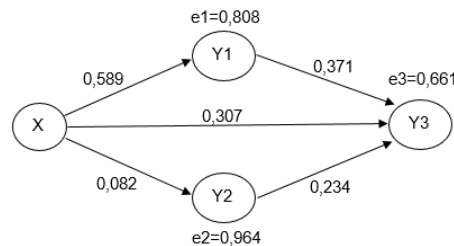areas below:

Figure 1. Full Mediation Test Results

Based on the picture above, this study's time management variable is classified as complete mediation, as evidenced by the path's coefficient increased to 0.218. As the previous results, the variable work stress in this study is organized as incomplete mediation as evidenced by the path's coefficient increased to 0.019.
Determination Coefficient Test (R2)
To see the amount of contribution given to each sub structural in this study, such as:

Table 11. The model I Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	.589a	.347	.334	4.635
a. Predictors: (Constant), workload				

Sourced: Processed Primary Data, 2020

Based on the 11 magnitudes of R Square value in the substructural model, I of 0.07 shows that work affects time management by 34.7%. The remaining 65.3% is influenced by variables not included in this study.

Table 12. Model II Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	.264a	.070	.013	6.765
a. Predictors: (Constant), workload				

Sourced: Processed Primary Data, 2020

Based on the 12 magnitudes of R Square value in the Substructural II model of 0.070, workload affects work stress by 7%. The remaining 93% get influence through other variables that have not been included in this study.

Table 13. Model III Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	.750a	.562	.113	6.332
a. Predictors: (Constant), Work Stress, Workload, Time Management				

Sourced: Primary Data processed in 2020

Based on table 13, the amount of R Square value in the Substructural III model of 0.562 shows workload, time management, and work stress affect employee performance by 56.2%. The remaining 43.8% got influence by variables not included in this study.

5. Discussion

From the results of the regression equation analysis, it is found that the workload has a positive and significant effect on the time management of teaching staff at the STIKES Pelamonia Makassar campus. It can be said that the indicators of time management consist of setting goals and priorities, mechanisms for time management, and organization preferences. The workload in an office should be able to provide comfort to employees. Employees are not only pure workers who are only bound by work responsibilities following the work contract, but the workload is expected to form employees who feel that they are part of the office to have a direct impact on improving time management. This study's results indicate that workload results have a positive and significant effect on the improvement of employee time management for the teaching staff at the Stikes Pelamonia Makassar campus.

The results of regression data management found that the workload has a positive and significant effect on work stress on the teaching staff at the Stikes Pelamonia Makassar campus. The same thing was expressed by Riny Candra (2017) in a study "impacting workload and work stress on employee performance at PT. Mega Auto." The conclusion from the results of this study that workload has a significant effect on work stress. So, this research supports the results of research conducted by Riny Candra (2017).

The effect of workload on employee performance in teaching staff at the STIKES Pelamonia Makassar campus has a positive and significant impact. This is based on the results shown through regression equation analysis. This means that the better its workload, the more significant the performance increase in that company. In previous research conducted by Jeky KR, Sofia A, and Wehelmina (2018), the results of this study explained that workload and work ethic positively and significantly affect performance.

Multiple regression data management carried out in this study provides the result that job stress has a positive and significant effect on the teaching staff's employee performance at the STIKES Pelamonia Makassar campus. This is in line with Tri Wartono's (2017) research, which concludes his study that there is a very strong or positive significant influence between job stress on employee performance. And research conducted by Noor Aini Aslihah (2015) concludes his investigation. Namely, Job stress positively and significantly affects employee performance. The direct relationship between job stress (Y2) on employee performance (Y3) is 0.234, with a significant degree of 0.018 less than 0.05. So, it is assumed that the fifth hypothesis is accepted.

Multiple regression data management carried out in this study provides the result that time management has a positive and significant effect on the teaching staff's employee performance at the STIKES Pelamonia Makassar campus. The direct relationship between the time management variable (Y1) on employee performance (Y3) is 0.371, with a significant degree of 0.027 less than 0.05. So, it is assumed that the fourth hypothesis is accepted. Therefore, it is to improve employees' performance in the teaching staff at the Stikes Pelamonia Makassar campus. Always take steps that are deemed to be able to create the right policies to provide space for employees in work involvement and foster time management to improve the performance that is needed by the campus.

Based on the tests that have been done, the multiple regression data management conducted in this study shows that time management has a positive and significant effect on the teaching staff's employee performance at the STIKES Pelamonia Makassar campus. The indirect relationship between workload variables (X) on employee performance (Y3) through time management variables (Y1) using the formulation Y3 = (XY1 x Y1Y3) + XY3 = (0.589 x 0.371) + 0.307. The real relationship that occurs between the workload variable (X) and the employee performance variable (Y3) through the time management variable (Y1) is 0.218 or 0.218 + 0.307 = 0.525. It can be assumed that the sixth hypothesis is accepted.

Multiple regression data management carried out in this study provides the result that job stress has a positive and significant effect on the teaching staff's employee performance at the STIKES Pelamonia Makassar campus. The indirect relationship between the workload variable (X) on employee performance (Y3) through the work stress variable (Y2) using the formulation Y3 = (XY2 x Y2Y3) + XY3 = (0.082 x 0.234) + 0.307. The real relationship that occurs between the workload variable (X) and the employee performance variable (Y3) through work stress (Y2) is 0.019 or 0.019 + 0.307 = 0.326. It can be assumed that the seventh hypothesis is accepted.

6. Conclusion

It can be concluded for a direct relationship that if the workload is increased positively, it will improve time management. If the workload is increased will increase work stress. Likewise, if the workload has decreased, it will result in a decrease in work stress. If the workload is raised positively, it will increase employee performance. Likewise, if the workload has decreased, it will result in a decrease in employee performance. If time management is improved positively, it will improve employee performance. Likewise, if time management has decreased, it will result in a decrease in employee performance. If work stress has reduced, it will reduce employee performance. Vice versa, and if the work stress has increased, it will improve employee performance. An indirect relationship, if the workload through time management is increased positively, will improve employee performance. Likewise, if the workload and time management have decreased, it will decrease employee performance. If the workload has increased, it will increase work stress and will improve employee performance. Likewise, if the workload and work stress have decreased, it will decrease employee performance.

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