

# **The Influence of Self-Efficacy and Workload on The Performance of State Civil Apparatus with Work Stress as a Mediation Variable (Study on Land Office of South Hulu Sungai Regency)**

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**Abstract:** The success of an organization can not be separated from the employee performance assessment activities. Assessment of employee performance in its development, is very important in the efforts to improve individual employees or an organization. This research will conduct an assessment of employee performance in the public sector based on technical quality, as well as the legitimacy of the method of measuring performance that has been set. The purpose of this study is to analyze the influence of self-efficacy and workload on the performance of the State Civil Apparatus (ASN) in the Land Office of South Hulu Sungai Regency through work stress as a mediation variable. The evaluation method in this study, using Partial Least Square-Structural Equation Modeling (PLS-SEM) method with SmartPLS3.0 software. The results showed that the influence of workload on work stress, as well as the influence of workload and the influence of work stress on ASN Performance had a positive and significant correlation, while self-efficacy was positively correlated, but did not significantly affect ASN performance. Occupational stress variables are able to mediate the relationship partially between workload and ASN performance (partial mediation).

**Keywords:** *Self-Efficacy, Workload, Workstress, Employee Performance*