

## **ABSTRACT**

*The performance of members is not only the result of a person's performance in carrying out the tasks assigned to him, but also includes the work process to achieve the work results. Given the difficulty of improving the performance of members, strategic efforts are needed on the part of the organization. One of them is by taking alternate days off and adding personnel to the Samapta function as one of the efforts that the Cianjur Police Samapta function can take to reduce workload, work stress and to improve the performance of its members.*

*In this study, the author uses quantitative methods with multiple linear regression analysis techniques. Based on the research results obtained regarding the effect of workload and work stress on performance. From the ANOVA (Analysis Of Variance) test the  $F$  value is 25.879, then the sig value is 0.001. If  $F$  count  $>$   $F$  table then we get the effect of workload and work stress on member performance, in this case  $F$  count 25,879  $>$   $F$  table 3,209. This means that there is an influence between workload and work stress on the performance of members.*

*The conclusion in this study is that the level of workload is still high, work stress is still high and performance is still not good so it is necessary to establish motivation and support for members.*

**Keywords:** *workload, work stress, performance*