

ABSTRACT

As the period progresses in all sides at era global this time, demand rises up and gives effect for every organization. If employees don't fit this phenomenon, often result in stress when the employee works. Stress in work is a condition where the employee is under pressure both emotionally and psychologically. As a result of demand is valued as a something pressure cause from work environment. Stress in work will make many kinds of behavior in every employee, like positive behavior and negative, both of them will influence performance in working. Behavior was made from motivation in work will make every employee work more excellent. Performance of employee as positive response or emotional to company performance at all. For that do research, to know how stress and motivation in work influence significantly to employee performance in PT Interbis Sejahtera Palembang. Subject in this research is half of employee production division as much as 35 employees. Data get from observation, interview, and questioner. This research use five variables conflict in work (X_1), burden of work (X_2), work time (X_3), characteristic of job (X_4), and support in group (X_5). And then, processing use multiple regression analysis via SPSS software 12.0 version. The result, stress in work was influence as significantly to performance of employee (Sig. Level $0.020 < 0.05$), motivation in work was influence as significantly to performance of employee (Sig. Level $0.000 < 0.05$), stress and motivation in work was influence as significantly to performance of employee (Sig. Level $0.000 < 0.05$). And than from regression analysis have dominant factor of stress in work variable, like support in group (X_5) was influence to performance of employee (-0.179) and efforts can do individually ways, like time manage, fitness, relaxation, and socially support, although organizationally way, like make organizational climate supports.

Keywords : stress in work, motivation in work, performance of employee, multiple regression.