ABSTRACT

Mellisa Iswandari (2011), ***Work Stress and Its Impact on Job Satisfaction Employee Discipline At PT Lestari Bandung Harja Gunatama***

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One of the important targets in human resource management in an enterprise is the creation of job satisfaction of employees from the company concerned. Job satisfaction is expected to achieve corporate objectives will be better and accurate. Historically, discipline employees who do not work can not perform the job well. The emergence of indiscipline can be caused by employee compensation and work environment factors.

This study aims to determine (1) To know the stress of work on PT Lestari Bandung Harja Gunatama. (2) To determine job satisfaction on PT Lestari Bandung Harja Gunatama. (3) To know the discipline of employees at PT Harja Gunatama Lesatri Bandung. (4) The impact of job stress and job satisfaction impact on the discipline of employees at PT Lestari Bandung Harja Gunatama either partially or simultaneously.

The method used in this research is descriptive method with quantitative approach. This study population numbered 40 with the sampling technique using saturated sampling of respondents in the take is entirely ie 40 responden.Metode data analysis using path analysis, and Pearson correlation coefficient of determination, as well as the F test and t test using SPSS 18.0 for windows.

The results showed that the stress given companies included in the criteria is quite high, while job satisfaction is included in the high criteria and level of work discipline of employees included in the criteria is quite high. The results of hypothesis testing concluded that simultaneous and partial kompensasidan characteristics significantly influence job satisfaction kerjakaryawan. Simultaneously the amount of influence both the independent variable of work discipline amounted to 54.3%, while the remaining 45.7% are influenced by other factors is not examined by author.

Key words: ***Work Stress, Job Satisfaction and Employee Discipline***