ABSTRACT

Cahaya Panji Sampurna, "Stress Analysis of Work and Work Conflict Effect on Employee Performance On the Settlement and Housing Office of West Java Province."
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National development signaled to the entire organization the importance of improving work performance in all areas in order to achieve equitable development. Human resources is a central figure in the organization to support the achievement of job performance, then both management and employees should be able to manage work stress. Reduced employee stress, it is certain that the labor conflicts that occur within the organization will be functional. Then the company is able to provide performance. The purpose of this study was to determine the magnitude of the effect of job stress and conflict on employees' performance work.

The method used in this research is descriptive method with quantitative approach and verifikatif. The unit of analysis in this study is Work Stress, Work Conflict and Job Performance of employees in the Office of Housing and Housing in West Java Province. Data collection method used was stratified random sample of 74 respondents. To find out the Work Stress and Work Conflict in improving employee work performance, statistical test used is the calculation of validity, reliability, path analysis, correlation, coefficient of determination, hypothesis testing, and also use the assistance program SPSS 17.0 for windows applications.

The results showed Work Stress and Work Conflict is good, as well as the Employees' Performance is very good, and the path analysis results obtained great influence Work Stress and Work Conflict in improving Employee Achievement of 79.9%, and the remaining 20,1% described for other variables outside of variable levels of achievement, such as labor discipline, compensation, and job satisfaction. While the impact of the influence of each variable is job stress on job performance by 11.8% and Conflict Work on employees' performance by 67.9%.

Keywords: Work Stress, Work Conflict, Work Achievement