

EFFECT OF WORK STRESS AND MOTIVATION PERFORMANCE OF FEMALE EMPLOYEES WITH MULTIPLE ROLES AS INTERVENING VARIABLES IN PT. PERKEBUNAN NUSANTARA X KEBUN AJONG JEMBER

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ABSTRACT

The company is one of the organizations that brings people to run household production activities where good management is needed, one of which is human resource management which drives a system in the company. The purpose of this study is to analyze the influence of independent and intervening variables on the performance of the employees of PT. Perkebunan Nusantara X Kebun Ajong Gayasan Jember. This study took a sample of 80 female production employees from a total population of 398 female production employees. The data were analyzed using the help of SPSS version 21 software with a path analysis model. Before path analysis, the validity and reliability tests. The results of the research conducted show that the t test, regression test shows that the variables that have a significant effect on the dual role are job stress and motivation, variables that have a significant effect on employee performance are job stress and motivation. Meanwhile, the variable which is not significant to performance is multiple roles.

Key Words : Employee Performance, Job Stress, Motivation, multiple roles.