

" Effect of Job Stress , Work Discipline , and Motivation on Employee Performance Parts Production Industry PTPN X Bobbin Jember"

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ABSTRACT

PTPN X is a state-owned enterprise that is muddy with tobacco commodities in which the company was still using manpower to produce cigarettes. The purpose of this study were (1) to analyze and examine the effect of job stress, work discipline, motivation to work jointly on the performance of the production employees at PTPN X Industry Bobbin Jember, (2) to analyze and examine the effect of job stress, work discipline, motivation partially on the performance of the production employees at PTPN X Industry Bobbin Jember. The analysis technique used in this research is multiple linear regression. Sampling techniques using simple random sampling method. From the test results it can be concluded that: (1) Taken together - the same variable job stress (X1), work discipline (X2), and motivation (X3) together - equally significant effect on the dependent variable is the performance of employees (Y) PTPN X Industry Bobbin. (2) Partially work stress variables and motivation not significant effect on employee performance and discipline variables significantly influence the performance of the employee. (3) Variable discipline is the most dominant variable affecting the performance of employees.

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Keywords: Performance, Work

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