

ABSTRACT

PT SAM is one of the companies operating in the construction sector located in Semarang City, Central Java. PT SAM has a business scope covering the regions of Java, Sumatra and Kalimantan. Challenges in the construction industry sector have spurred PT SAM to make performance improvements. It is currently reported that in the last two years there has been a decline in performance by PT SAM employees which has had an impact on other issues. In 2021 the percentage of employees with good performance is only at 16.42%. The value is much lower when compared to 2018 and 2019 which are close to 50%. In addition, from 2020 to 2021 there will be an increase in poor performance ratings for employees up to 43%. Irregularities that occur make the organization need to evaluate and find solutions. The first effort required is to identify the factors that influence employee performance. Some literature studies state that the variables of job stress and job satisfaction have a role in influencing employee performance.

The research was conducted on all employees of PT SAM by conducting a census. A census was conducted to obtain perceptions of job stress, job satisfaction, and employee performance. Data collection was carried out directly at the PT SAM office. Data processing is done by using regression and path analysis. SPSS software and Sobel test are used to get the test results.

The results of testing the 4 research hypotheses show that all hypotheses are accepted. Based on this research it is confirmed that job stress has a direct effect on performance (H1), job stress has a direct effect on job satisfaction (H2), job satisfaction has a direct effect on employee performance (H3), and job satisfaction has a significant mediating indirect effect of stress work on employee performance. These results were obtained after the SPSS and Sobel tests showed a P-value of less than 0.05.

Keywords : Job Stress, Job Satisfaction, Job Performance, Path Analysis