ABSTRACT

The purpose of this research is to test the influences of leadership and working climate on stress to increase motivation. Using these variables, the usage of these variables are able to solve the arising problem in the branch offices of PT Pegadaian (Persero) Semarang city.

The samples size of this research is 117 employees of PT Pegadaian (Persero) Semarang. Using the Structural Equation Modelling (SEM), the result shows that the leadership and working climate have influence on stress in order to increase motivation.

The effect of leadership on stress are significant; the effect of working climate on stress are significant; The effect of leadership on motivation are significant; the effect of working climate on motivation are significant; and the effect of stress on motivation are significant.

Keywords: leadership, working climate, stress, and increase motivation.

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