ABSTRACT

The study was conducted to examine the effect of work stress, work conflict and motivation on employee performance. This study aims to analyze the effect of work stress, work conflict and motivation on employee performance at PKU Muhammadiyah Gubug Hospital nurses.

In this study, the population was 77 nurses at PKU Muhammadiyah Gubug Hospital. The sample was taken using a census. Based on the census and during the distribution process, a sample of 71 respondents was obtained. The analysis technique of this research uses multiple regression analysis. This research was conducted to test the reliability and validity instruments, the classical assumptions test : normality, heteroscedasticity and multicollinearity, as well as test the hypothesis through t-test, model feasibility test through F-test and coefficient of determination.

The results showed that work stress had a negative effect on employee performance. The direction of the negative regression coefficient indicates a negative effect of work stress on employee performance, so that hypothesis 1 is accepted. Work conflict has a negative effect on employee performance. The direction of the negative regression coefficient indicates a negative effect of work conflict on employee performance, so hypothesis 2 is accepted. Motivation has a positive effect on employee performance. The direction of the positive regression coefficient indicates a positive influence of motivation on employee performance, so hypothesis 3 is accepted.

Keywords: work stress, work conflict, motivation, and employee performance.

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