

## **ABSTRACT**

*This study to analyze and determine the effect of job stress to marketing employee performance through job motivation as an intervening variable at PT. BPR Restu Artha Makmur Majapahit Semarang. The population in this study is marketing employees. The number of respondents in this study used were 55 respondents.*

*Data was collected through questionnaire on sampled selected through census method. Measurements in this questionnaire using Likert Scale. The hypothesis in this study were tested using the SmartPLS 3.2.9 software.*

*The results of the statistical test analysis indicate that work motivation can mediate the relationship between work stress and marketing employees performance.*

*Keywords : job stress, job motivation, performance*

