ABSTRACT

An attention to Human Resources in an organization is very important in order to give a satisfaction for all workers related to their jobs. It would give a positive effect to the organization itself. A job satisfaction could be influenced by many factors; some of them are work stress and motivation. This research aimed at analyzing the influence of work stress on job satisfaction and motivation. Work stress is a condition that affects an emotional, a person's thinking process, and a person's condition that could reduce his/her job satisfaction. While motivation is a willingness to expend high levels of effort toward goals of organization, which is conditioned by its effort ability to meet the individual needs.

The population of the research was all nurses of General Hospital of Semarang. To get the sample, the researcher used a simple random sampling technique with the sample was 132 nurses. The data was collected using a questionnaire. All of the data were analyzed using regression analysis in order to examine the influence of work stress on job satisfaction and motivation.

The result showed that work stress had a significant negative effect on nurse job satisfaction, while motivation had a positive effect on nurse job satisfaction.

Keywords: Work stress, motivation, job satisfaction

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