

ABSTRACT

This research aims to analyze the direct influence of work motivation and work stress on employee performance at the Tebo Regency Education and Culture Office. Apart from that, it also analyzes the indirect influence of work motivation on employee performance through work stress. This research uses quantitative methods by processing primary data obtained through distributing questionnaires to employees at the Tebo Regency Education and Culture Office. The samples taken were 60 respondents who were tested using Structural Equation Modeling (SEM) PLS. Based on the results of testing, the following results were obtained: 1). There is a significant positive direct effect of work motivation on employee performance. 2) there is a significant negative direct effect of work stress on performance. 3) there is a significant negative direct effect of work motivation on work stress. 4) there is no direct influence of work motivation on employee performance through work stress.

Keywords: Work Motivation, Job Stress, and Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh langsung motivasi kerja, stress kerja terhadap kinerja pegawai di Dinas Pendidikan dan Kebudayaan Kabupaten Tebo. Selain itu juga menganalisis pengaruh tidak langsung motivasi kerja terhadap kinerja pegawai melalui stress kerja. Dalam riset ini menggunakan metode kuantitatif dengan mengolah data primer yang diperoleh melalui penyebaran kuesioner kepada pegawai di Dinas Pendidikan dan Kebudayaan Kabupaten Tebo. Sampel yang diambil sejumlah 60 responden yang diuji dengan menggunakan *Structural Equation Modelling* (SEM) PLS. Berdasarkan hasil daripada pengujian memperoleh hasil: 1). Terdapat pengaruh langsung yang positif signifikan motivasi kerja terhadap kinerja pegawai. 2) terdapat pengaruh langsung yang negative signifikan stress kerja terhadap kinerja. 3) terdapat pengaruh langsung yang negative signifikan motivasi kerja terhadap stress kerja. 4) tidak terdapat pengaruh tidak langsung motivasi kerja terhadap kinerja pegawai melalui stress kerja.

Kata Kunci: Motivasi Kerja, Stres Kerja, dan Kinerja Pegawai