

ABSTRACT

Human Resources (HR) has an important role as a potential of all the activities of the company or organization. Each company should be able to establish, maintain and improve the quality of performance of human resources. One of the way that should be done by the company in improving the quality of performance is by paying attention to its employees with work motivation. In addition, the mos important thing that companies have to do is find a way to make their employees can do their work without feeling any pressure.

This research was conducted at Radio KLZ Bandung using motivation and job stress as independent variabel and performance and commitment as the dependent variable.

The purpose of this study to determine how the influence of work motivation on the performance, motivation on the commitment and job stress on the performance and job stress on the commitment. This research is descriptive and casual. Analysis of the data used is descriptive analysis, multiple linear analysis, pasrtiap hypotests test (T-test) and the determinant coefficient (R_2 test).

Based on the questionnaire results with 60 respondents, the research of employee towards work motivation is tend to be high in the category as well as work stress. And the research of employee towards work performance is in a good category as well as commitment.

On the results of hypothesis testing, it can be concluded that motivation variable (x_1) and work stress (x_2) are partially has significant impact towards performance (y_1) and commitment (y_2). On the results of coefficient of determination testing (R testing), model 1 had obtained 61,4%. This matter shows that motivation and work stress is impacted by 61,4% towards the performance. On model 2, the results are 54,8%. This matter shows ghaf motivation and work stress are affected by 54,8% towards commitment.

Key word : Motivation, Job Stress, Performance, Commitment