

ABSTRACT

Department of Cooperatives and Small Businesses of West Java Province is the driving force of cooperatives in 27 districts in West Java. The conditions faced by the company related to work stress and employees' job satisfaction found by the author through preliminary test of both variables is that Department of Cooperatives and Small Businesses of West Java Province the level of job satisfaction of the company is high and the level of work stress is low.

The purpose of this study is to see how the level of stress, the level of job satisfaction in the company and how the influence of work stress on job satisfaction at employees in Department of Cooperatives and Small Businesses of West Java Province.

The research method uses a quantitative approach. Data collection is done by distributing questionnaires to all employees in Department of Cooperatives and Small Businesses of West Java Province is total employee of 75 persons with non-probability sampling. Measuring tool used in this study is six-points likert scale. The analysis technique used in this study is simple linear regression analysis and descriptive analysis. Teknik analisis yang digunakan dalam penelitian ini adalah analisis regresi linier sederhana dan analisis deskriptif. While to test the data by using the normality test of one sample Kolmogorov-Smirnov, heteroskedasticity test with glejser test and test coefficient of determination.

Based on the result of processed data it is known that level of employee's work stress is classified as moderate tends to be low and high level of employee's job satisfaction. In this study it is known that work stress has a significant negative effect on job satisfaction in Department of Cooperatives and Small Businesses of West Java Province. The result indicate that when work stress decreases, it will increase its job satisfaction. And vice versa, when work stress increases, it will decrease job satisfaction. In this study the hypothesis received is H1.

Management of work stress and job satisfaction will help companies or institutions in managing their human resources in order to work optimally and achieve predetermined targets.

Keyword: Work Stress, Job Satisfaction