

ABSTRACT

As we know, the textile industry is currently advanced and has tighter competition and it has to be dealt with PT Alenatex Bandung. To be able to compete, the company spurred employees to work harder, faster, and tenaciously to achieve the company's business targets. The company then were not aware with the employee's workload and it leads to work stress. Stress is something that involves interactions between individuals and the environment, which is interactions between stimulation and responses. In other name, stress is each step and environmental challenge that causes psychological and physical overload on a person. If employee facing higher stress, then the employee should be need the ability to handle the environment and work. Therefore, handling work stress must be done properly and continuously, and the leadership must be responsive to it, because it will have an impact on improving company performance.

Stress factors are intended to use the theory of Hasibuan (2014: 204) which is divided into 6 factors consisting of workload, leadership attitude, work time and equipment, work conflict, remuneration, and family problems. Research respondents quantity is 65 employees of PT Alenatex Bandung. The sampling technique in this study is to use saturated or census techniques with factor analysis techniques through the help of SPSS version 20.

The results showed that the workload factor was in good criteria with a score of 76%. The results of the analysis of factors sequentially based on the highest loading factor showed that the workload was 83%, leadership attitude was 81.4%, time and equipment were 80.6%, work conflict was 80.2%, compensation was 73.4%, and family problems by 51.8%.

Keywords: *Job Stress, Factor Analysis*