

ABSTRACT

Every organization needs human resources who play an active role in achieving the success of an organization such as PT Lestari Busana Anggun Mahkota which is one of the companies in the garment industry with a high production target achievement everyday. This requires good management of human resources so that the company can achieve its goals. One that can obstruct the achievement of company goals is employees' job stress. If job stress is not managed properly, it will affect the performance of employees that affect the achievement of the company's vision and mission.

This study conducted a study of job stress on employees' performance at Production Department of PT Lestari Busana Anggun Mahkota. This research is conducted to determine employees' job stress level, employees' performance level, and the effect of job stress on employees' performance.

The research is using quantitative method. The method of data collection is done through distributing questionnaires to 224 respondents as a sample of a total population of 507 employees. The questionnaire used in this study consisted of 33 statements. Data processing in this study is using SPSS 20. In explaining the results of the study, data analysis technique used are descriptive analysis and simple linear analysis, and classic assumption test.

The result of data processing shows that the level of job stress of PT Lestari Busana Anggun Mahkota employees in the Production Department is in the moderate category. Meanwhile, the performance of the employees of PT Lestari Busana Anggun Mahkota in the Production Department is included in the high category. Regression test results show that job stress has a significant negative effect on employee performance at PT Lestari Busana Anggun Mahkota in the Production Department. The influence of job stress on the performance of employees of PT Lestari Busana Anggun Mahkota in the Production Department was 33.8%, the remaining 66.2% was influenced by variables not examined in this study.

PT Lestari Busana Anggun Mahkota needs to do something to reduce employee job stress, especially in the production department. Things that can be done include paying attention to the workload of each employee and minimizing noise.

Keywords: job stress, employee performance