

ABSTRAK

Semakin baiknya suatu perusahaan tergantung pada penanganan stress kerja, penguatan motivasi, serta penanggulangan konflik saat kerja. Adanya sebabini,diadakan penelitian berjudul “PengaruhStresKerja, Motivasi, dan Konflik Kerjaterhadap Kinerja Pegawai di Dinas Lingkungan Hidup (DLH) Kota Semarang”.Tujuannya untuk menilai seberapa pengaruh stress kerja, motivasi & konflik kerja.

Responden sejumlah 83 pegawai Dinas Lingkungan Hidup (DLH), teknik samplingnya *simple random sampling*,data primer, analisis regresi linier. Pada hasilnya analisis dapat ditarik kesimpulan bahwa :stress kerja pengaruhnya negative(-); motivasi kerja pengaruhnya positif(+); konflik kerja pengaruhnya negative(-). Nilaideterminannya 51.2%.

Kata kunci: stress kerja, motivasi, konflik kerja dan kinerja pegawai

ABSTRACT

The better a company depends on handling work stress, strengthening motivation, and handling conflict at work. The existence of this reason, a study was held entitled "The Effect of Work Stress, Motivation, and Work Conflict on Employee Performance in the City of Semarang's Environmental Service (DLH)". The aim is to assess how influences work stress, motivation & work conflict.

Respondents were 83 employees of the Department of the Environment (DLH), the sampling technique was simple random sampling, primary data, linear regression analysis.

In the analysis results it can be concluded that: work stress is a negative effect (-); work motivation positive effect (+); work conflict has negative influence (-). The determinant value is 51.2%.

Keywords: *work stress, motivation, work conflict and employee performance*