

Influence Analysis of Work Stress on Performance Employee of CV Focus Advertising  
In Bandar Lampung

Abstract

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The organization is a collection of individuals who work together to achieve joint working through a hierarchical structure and division of labor. Changes that occur continually current era of globalization forcing every individual to be able to adapt. They are not ready for it will be trapped in situations of conflict. Symptoms that arise as a form of resistance of change is stress. Stress is a natural response of our body and soul when subjected to pressure from the environment. The impact of stress also varied, can affect mental and physical health but also have positive impact. Indeed, physically and psychologically, most living things will not be able to deal with the increasingly rapid changes.

CV Focus Advertising facing loss many hour of work, so this condition make CV Focus Advertising difficulties to fulfill the order. Problems in the writing of this thesis is, whether there is influence of work stress on employee performance CV Focus Advertising in Bandar Lampung? While the purpose of this study is to determine the effect of work stress on employee performance CV Focus Advertising. Based on the problem then the hypothesis in this thesis were: job stress have a significant effect on the performance of the company's employees CV Focus Advertising.

Based on calculations by using a multiple linear regression analysis obtained results Overall job stress affect the performance of CV Focus Advertising for 63, 2%, and the influence of each variable as follows: Work workloads simultaneously significant effect on firm performance is acceptable because the value of significance of 0.010 is smaller than  $\alpha$  of 0.05. Simultaneously working time have a significant effect on firm performance is acceptable because the significance value of 0.022 is smaller than  $\alpha$  for 0.05 .. Conflict work simultaneously significant effect on firm performance is acceptable because the significance value of 0.036 is smaller than  $\alpha$  of 0.05. Characteristics of tasks simultaneously significant effect on firm performance is acceptable because the significance value of 0.028 is smaller than  $\alpha$  of 0.05. Support groups simultaneously significant effect on firm performance is acceptable because the significance value of 0.019 is smaller than  $\alpha$  of 0.05. Effect of simultaneous leadership has a significant impact on company performance is acceptable because the value of significance of 0.047 is smaller than  $\alpha$  of 0.05.

Suggestions put forward are: (1) variable workload is the biggest variable CV Focus Advertising to influence performance of worker. These factors need to be considered by the management of CV Focus Advertising for the division of labor that is charged to employees in accordance with capabilities. Workload that exceeds the limits will cause

the employee is not able to finish the job properly. (2) Another factor to consider is the support group. Support group needs to be improved by strengthening cooperation in completing the work. Cooperation between employees can be improved with training such as *outbound* or regular trainings conducted by the company. (3) The role *pimimpin* needs to be improved so that leaders can act decisively to provide penalties and awards to employees so that employees feel cared for by the leadership and ultimately to improving employee performance CV Focus Advertising.