

ANALYSIS OF STRESS AND THE EFFECT ON PERFORMANCE AUDIT BOARD REPRESENTATIVE LAMPUNG PROVINCE

ABSTRACT

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Job stress is distress experienced by employees in the face of the work. Stress is one of the factors related to the success of the work undertaken by an employee, or in other words, if an employee in an organization that is experiencing stress in carrying out its work, it is expected to result in decreased employee morale and excitement that will interfere with the realization of the achievement of organizational goals predetermined.

Object of this study was examiner at the Badan Pemeriksa Keuangan (BPK) Representative Lampung Province. The study consisted of a free variable that job stress is composed of workload, working time, work conflict, job characteristics, group support, and leadership, as well as the dependent variable is the performance.

This study supports the hypothesis that work stress (workload, working time, work conflict, task characteristics, support groups, and the influence of leadership) affect the performance of the examiner. From the results of this study showed that the biggest influence on the performance of the examiner is variable workloads and variable working time of each effect of 26.5% and 25.7%. While the labor conflict variables, work characteristics, support groups, and the influence of leadership only influenced respectively by 21.1%, 17.9%, 15.8%, and 13.6%.

Based on their conclusion, the researchers propose suggestions that work stress variables need to be managed properly in order to produce good performance for BPK Representative Lampung Province. If management want to improve the performance of the examiner, it can be done by increasing the workload and working time. In addition, the improvement of independent variables such as work stress work conflict, work characteristics, support groups, and the influence of leaders that need to be improved to obtain performance improvements examiner, especially the influence of the leadership variable. Leaders must be able to provide leadership style that can be well received by the inspectors. Giving advice from leaders in the implementation of the task is expected to improve the performance of inspectors CPC Representative Lampung Province.

Keywords: job stress, performance.