

ABSTRACT

Research aims to understand the influence of culture organizations and job stress of the performance of employees .Population in this research is employees hotel mega angrek of jakarta who were 164 people from various departments and sample in this research were 116 people .To answer the formulation of problems , the purpose , and hypotheses this research , then the analysis under is Structural Equation Model (SEM).

Based on the results of Structural Equation Model (SEM) analysis, can be concluded that cultures organization has not been affecting the job stress .Then culture organization have an impact on the performance of employees .In addition job stress have an influence on performance employees .

Keywords : Culture Organizations, Job Stress, Employees Performance, Structural Equation Model (SEM).



ABSTRAKS

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan stres kerja terhadap kinerja pegawai. Populasi dalam penelitian ini adalah pegawai Hotel Mega Anggrek Jakarta yang berjumlah 164 orang dari berbagai departemen dan sampel dalam penelitian ini berjumlah 116 orang. Untuk menjawab perumusan masalah, tujuan, dan hipotesis penelitian ini, maka analisis yang dipergunakan adalah *Structural Equation Model (SEM)*.

Berdasarkan hasil *Structural Equation Model (SEM)* dapat disimpulkan bahwa budaya organisasi tidak berpengaruh terhadap stres kerja. Kemudian budaya organisasi berpengaruh terhadap kinerja pegawai. Selain itu stres kerja berpengaruh terhadap kinerja pegawai.

Kata kunci : Budaya Organisasi, Stres Kerja, Kinerja Pegawai, *Structural Equation Model (SEM)*.

