

**THE INFLUENCES OF WORK STRESS AND WORK
DISCIPLINE ON EMPLOYEE PERFORMANCE AS
MEDIATED BY ORGANIZATIONAL COMMITMENT AT
PT PIPIT CITRA PERDANA**

THESIS



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**MANAGEMENT STUDY PROGRAM
FACULTY OF ECONOMICS AND BUSINESS
MERCU BUANA UNIVERSITY
JAKARTA
2023**

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Submitted to fulfil one of the requirements for obtaining a bachelor's degree in
economics at the Faculty of Economics and Business, Management Study
Program, Universitas Mercu Buana, Jakarta.



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WORK DISCIPLINE ON EMPLOYEE
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Thesis Defense Date : September 9, 2023

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ABSTRACT

This research was conducted to study the Influences of Work Stress and Work Discipline on Employee Performance as mediated by Organizational Commitment at PT Pipit Citra Perdana. The population in this research were 495 employees. The sampling method used a purposive sampling to take all permanent employees who had work for at least one year, which was counted for 100 employees. The data collection method used a questionnaire. Data were analyzed using Structural Equation Model - Partial Least Square (SEM-PLS) approach with the help of Smart-PLS 3.0 software for Windows. The results of this study are as follows: Work stress has a negative and significant effect on organizational commitment and employee performance; Work discipline has a positive and significant effect on organizational commitment and employee performance; Organizational commitment has a positive and significant effect on employee performance; Work stress has a negative and significant effect on Employee Performance as mediated by organizational commitment; meanwhile, Work discipline has a positive and significant effect on Employee Performance as mediated by Organizational Commitment.

Keywords: *Work Stress, Work Discipline, Organizational Commitment, and employee Performance.*



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PREFACE

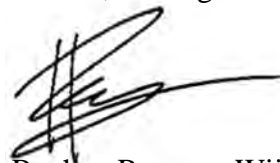
Praise to Allah SWT for bless, guidance and favor upon the author, enabling him to complete this thesis proposal with the title "The Influences of Leadership and Motivation on Employee Performance at PT Pipit Citra Perdana Mediated by Job Satisfaction." The Management Studies program at Mercu Buana University requires this thesis proposal in order to graduate with a bachelor's degree.

The author admits that, being a human, is susceptible to mistakes and flaws due to a lack of knowledge and experience. Without the invaluable guidance, assistance, and support of many people, especially Dr. Singmin Johanes Lo, MSOD, as the thesis supervisor and provided the writers with invaluable advice, time, guidance, enthusiasm, knowledge, and advice, the preparation of this thesis would not have been possible. In light of this, the author would like to extend his gratitude to everybody who helped to produce this thesis, especially:

1. Prof. Dr. Andi Adriansyah, M.Eng.as Rector of Universitas Mercu Buana.
2. Dr. Nurul Hidayah, M.Si., Ak. as the Dean of the Faculty of Economics and Business, Universitas Mercu Buana.
3. Dudi Permana, Ph.D. as the Head of the Management S1 Study Program, Faculty of Economics and Business, Universitas Mercu Buana.
4. Ali Hanafiah, SE, MM, Ph.D as International Secretary of the Management S1 Study Program, Faculty of Economics and Business, Universitas Mercu Buana.
5. All lecturers and staff of the International Management Study Program, Faculty of Economics and Business, Mercu Buana University who have provided knowledge.
6. Management and all employees of PT Pipit Citra Perdana for providing the opportunity to conduct research.

The author is well aware of how flawed this thesis is and far from perfect. As a result, the author is open to any and all feedback that could assist to hone the mood of various gatherings. In particular for authors and readers in general, this thesis should be useful and knowledge-expanding. Finally, this thesis' author genuinely apologizes for any mistakes or errors.

Jakarta, 30 August 2023

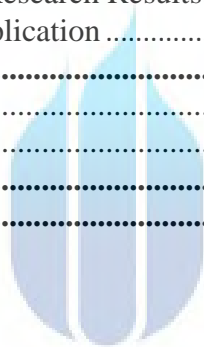


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TABLE OF CONTENT

TITLE PAGE	i
THESIS ENDORSEMENT	ii
STATEMENT OF OWN WORK	iii
ABSTRACT	iv
PREFACE	v
TABLE OF CONTENT	vi
LIST OF TABLES	viii
List of Figures	ix
CHAPTER I	1
1.1 Background	1
1.2 Formulation of the problem	7
1.3 Research Objectives	8
1.4 Research Contribution	8
CHAPTER II	10
2.1 Work Stress	10
2.2 Work Discipline	11
2.3 Organizational Commitment	13
2.4 Employee Performance	15
2.5 Previous Research	17
2.6 Developing Hypotheses	26
2.6.1 The effect of work stress on employee performance	27
2.6.2 The effect of work stress on organizational commitment	27
2.6.3 The effect of work discipline on employee performance	27
2.6.4 The effect of work discipline on organizational commitment	27
2.6.5 The effect of work commitment on employee performance	28
2.6.6 The effect of work stress on employee performance as mediated by organizational commitment	28
2.6.7 The effect of work discipline on employee performance as mediated by organizational commitment	29
2.7 Conceptual Framework	30
CHAPTER III	31
3.1 Time and research Place	31
3.2 Research design	31
3.3 Definition and Operationalization of Variables	32
3.4 Definition of variables	32
3.5 Operational Variable	33
3.6 Variable Measurement Scale	35
3.7 Population and sample	35
3.8 Research methods	36
3.9 Data analysis method	37
CHAPTER IV	41
4.1 About Company	41
4.2 Descriptive Statistics	43
4.2.1 Respondent Descriptive Analysis	43

4.2.2.1	Description of Respondents by Gender	44
4.2.2.2	Description of Respondents by Age	44
4.2.2.3	Description of Respondents by Length of Service	45
4.2.2.4	Description of Respondents by Last Education.....	45
4.2.2	Descriptive Analysis of Questionnaire Questions.....	46
4.2.2.1	Work Stress	47
4.2.2.2	Work Discipline	48
4.2.2.3	Organizational Commitment	49
4.2.2.4	Employee Performance	50
4.3	Partial Least Square (PLS) Analysis	52
4.3.1	Evaluation of the Measurement (Outer Model).....	52
4.3.2	Convergent Validity Test	54
4.3.3	Discriminant Validity Test Results	58
4.3.4	Structural Model Testing or Hypothesis Testing (Inner Model)	63
4.3.5	Discussion of Research Results.....	66
4.3.6	Managerial Implication	70
CHAPTER V	71
A.	Conclusions	71
B.	Suggestion	72
BIBLIOGRAPHY	74
ATTACHMENT	78



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LIST OF TABLES

Table 1. 1 Work Stress Survey.....	3
Table 1. 2 Work Discipline Survey.....	4
Table 1. 3 Commitment Organizational Survey	5
Table 1. 4 Employee Performance	6
Table 2. 1 Previous research	17
Table 3. 1 The Operationalization of Research.....	33
Table 3. 2 (Continued)	34
Table 3. 3 Likert Scale	35
Table 4. 1 Description of Respondents by Gender	44
Table 4. 2 Description of Respondents by Age.....	44
Table 4. 3 Description of Respondents by Length of Servic	45
Table 4. 4 Description of Respondents by Last Education	46
Table 4. 5 The Mean Values of Work Stress (X1).....	47
Table 4. 6 The Mean Values of Work Discipline Variable (X2).....	48
Table 4. 7 The Mean Values of Organizational Commitment Variable (Z)	49
Table 4. 8 The Mean Values of Employee Performance (Y).....	51
Table 4. 9 Work Discipline Convergent Validity Test Results.....	55
Table 4. 10 Organizational Commitment Convergent Validity Test Results	56
Table 4. 11 Employee Performance Convergent Validity Test Results.....	57
Table 4. 12 Discriminant Validity Test Results (Cross loadings).....	59
Table 4. 13 AVE Test Results.....	61
Table 4. 14 Discriminant Validity Test Results (Fornell Lacker Criterium)	61
Table 4. 15 Composite Reliability Test Results and Cronbach's Alpha	62
Table 4. 16 R2 Value of Endogenous Variables	63
Table 4. 17 Hypothesis Results.....	65
Table 4. 18 Indirect Effect	69
Table 4. 19 Total Effects.....	70

List of Figures

Figure 2. 1 Conceptual Framework.....	30
Figure 4. 1 Organization Structure.....	42
Figure 4. 2 Interconstruct Value Model and Dimensional Research Model using SmartPLS 3.1	53
Figure 4. 3 Outer Model of Work Stress Variables	55
Figure 4. 4 Outer Model of Work Discipline Variables.....	56
Figure 4. 5 Outer Model of Organizational Commitment.....	57
Figure 4. 6 Outer Model of Employee Performance Variables	58
Figure 4. 7 Inner Model (Bootstrapping)	66

