

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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