

## **ABSTRACT**

Nurbaiti, NPM : 7117012195, The effect of motivation and work stress on job satisfaction of employees of PT. Toba Surimi Industries, Guided by Mr. Bakhtiar as Advisor I and Mr. Counselors II, Essay in 2021.

The formulation in this study is how the influence of motivation and work stress on job satisfaction of employees at PT. Toba Surimi Industries, the purpose of this study is of determine and analyze the influence of motivation and job stress on job satisfaction of employees at PT. Toba Surimi Industries.

The research is quantitative and descriptive. Data collection techniques are carried out through interviews, questionnaires (questionnaire) and dokumentasi studies. The sample in this study were 35 employees. The variable is measured by a Likert scale. Hypothesis testing uses multiple linear regression analysis through F-test and T-test.

The result of the test simultaneously show that the variables of motivation and work stress have an effect on employee job satisfaction at PT. Toba Surimi Industries. This means that motivation and work stress can increase employee job satisfaction at PT. Toba Surimi Industries. Partially, the motivation has a positive and significant effect on employee job satisfaction at PT. Toba Surimi Industries, and motivation are variables that have a dominant influence on job satisfaction of employees at PT. Toba Surimi Industries. Furthermore, job stress has a negative effect on employee job satisfaction at PT. Toba Surimi Industries.

**Keywords : Motivation, Work Stress, Job Satisfaction**

## ABSTRAK

Nurbaiti, 71170312195, Pengaruh Motivasi dan Stres Kerja Terhadap Kepuasan Kerja Karyawan PT. Toba Surimi Industries.

Rumusan dalam penelitian ini adalah bagaimana pengaruh motivasi dan stress kerja terhadap kepuasan karyawan di PT. Toba Surimi Industries, dan tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh motivasi dan stress kerja terhadap kepuasan kerja karyawan di PT. Toba Surimi Industries.

Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (*questionnaire*) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 35 orang karyawan. Variable diukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji T.

Hasil ujian secara bersamaan menunjukkan bahwa variabel motivasi dan stress kerja berpengaruh terhadap kepuasan kerja karyawan di PT. Toba Surimi Industries. Hal ini berarti bahwa motivasi dan stress kerja dapat meningkatkan kepuasan kerja karyawan di PT. Toba Surimi Industries. Secara parsial, motivasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan di PT. Toba Surimi Industries, dan motivasi merupakan variabel yang memiliki pengaruh dominan terhadap kepuasan kerja karyawan di PT. Toba Surimi Industries. Selanjutnya, stress kerja berpengaruh negatif terhadap kepuasan kerja karyawan di PT. Toba Surimi Industries.

***Kata kunci : Motivasi, Stress kerja, Kepuasan Kerja***