

THE INFLUENCE OF MOTIVATION, COMMUNICATION AND JOB STRESS ON EMPLOYEE JOB SATISFACTION PT. HONORIS INDUSTRY

Ghea Nurhalimatuzzahroh ¹, Prof. Dr. Sri Harini., M.Si², Chandra Ayu Pramestiewi, S.Pt., M.M³

¹, Universitas Djuanda, Indonesia ;

², Universitas Djuanda , Indonesia ;

³, Universitas Djuanda , Indonesia ;

¹; ²; ³;

Abstract

Background - The development of technology is very rapid, so competition is getting tougher, every management activity in the company on product quality aims to get customer satisfaction. aims to get customer satisfaction. The company of course must have human resources with different backgrounds, this requires the company to have high performance motivation and good communication. The company must have high performance motivation and good communication so that there is no job stress so that employee job satisfaction increases so that they focus on work and company goals are achieved by producing quality product quality.

Purpose - This study aims to determine the effect and response of motivation, communication and job stress on job satisfaction with a case study at pt honoris led. The sample size is 124 people. The independent variables used in this study are the influence of motivation (X1), communication (X2), job stress (X3), while the dependent variable used is job satisfaction (Y).

methodology - Descriptive research method, multiple linear analysis in this study used a non-probability sampling approach technique with saturated samples.

Findings - Based on the results of hypothesis testing (F Test) motivation (X1) communication (X2) and work stress (X3) simultaneously have a positive and significant influence on job satisfaction at PT Honoris Industry. Partial hypothesis testing (t Test) regarding motivation, communication and work stress on job satisfaction at PT Honoris Industry, it can be concluded: Motivation (X1) has a positive and significant influence on job satisfaction at PT Honoris Industry. Communication (X2) has a positive and significant influence on job satisfaction at PT Honoris Industry. Work stress (X3) has a positive and significant influence on job satisfaction at PT Honoris Industry.

Originality - so that I can get authentic data by using data collection methods such as interviews, questionnaires, and observations within the company.

Keywords: motivation, communication, job stress, job satisfaction
