

ABSTRACT

The main purpose of this study was to analyze the performance of human resources, the level of work conflict and work stress that occurred in non-technical employees at PT. Semen Baturaja (Persero) Tbk Site Baturaja. The method used to analyze the problem in this research is to use the field observation method, as well as through the distribution of questionnaires/questionnaires by providing a list of statements regarding work conflict variables (X_1), work stress variables (X_2) and employee performance variables (Y) with each variable represents three statements in each indicator. Where the questionnaire will be distributed to all employees and employees at PT. Semen Baturaja (Persero) Tbk Baturaja site especially non-technical employees totaling fifty-three people and coming from several divisions or work units.

Based on the results of the study, using the t test, namely the work conflict variable (X_1) has a significant positive effect on the employee performance variable (Y) and the work stress variable (X_2) also has a positive and significant effect on the employee performance variable (Y). The test results using the f test showed that the variable x consisting of work conflict variables (X_1) and work stress variables (X_2) together had a significant positive effect on employee performance.

Keywords: Work Conflict, Job Stress, Employee Performance