

## **ABSTRACT**

*This study aimed to analyze the role of Work Motivation in Moderating Effect of Job Stress on Employee Performance at PT. Bintang Indokarya Gemilang. This type of research is quantitative approach to determine the role of work motivation (Mo) in the moderating effect of job stress (X) on employee performance (Y). Data collection techniques used are questionnaires and sampling in this study using purposive sampling method. The population in this study are employees of PT. Bintang Indokarya Gemilang with a total sample of 75 respondents. The analysis tool used is the Simple Linear Regression and MRA (Moderating Regression Analysis).*

*Based on the analysis that has been done obtained using IBM SPSS.22 program get the results to work stress is 0,262, this indicates that the effect of work stress on employee performance by 26.2% and significance  $0.001 < 0.05$ . And judging from the value of Standardized Coefficients (Beta) to the stress of work \* work motivation, namely 0.115 and 0.889 significance value  $> 0.05$ , which means the motivation to work is not a moderating variable or work motivation does not moderate the influence of independent variables on the dependent variable.*

*Keyword: Job Stress, Work Motivation, Employee Performance*