

ABSTRACT

This research aims to analyze the Effect of Interpersonal Communication and Job Stress on Work Motivation as intervening and its effect on Employee Performance. The object of this study is PT Pura Barutama Kudus Central Java, located on Jl.Akbp Agil Kusumadya Km. 4, Jati Wetan, Kudus Regency, Central Java. This study used a saturated sampling technique or total sampling with the number of samples in the study of 118 employees. And the data analysis technique used is to use Path Analysis.

Based on the results of the regression test analysis in this study the results showed that interpersonal communication had a significant positive effect on work motivation sig value of $0,000 < 0,05$. Job stress has no significant positive effect on work motivation sig value of $0.162 > 0,05$. Interpersonal communication has a significant positive effect on the performance of the sig value of $0.002 < 0,05$. Stress has no significant positive effect on the performance of the sig value of $0.968 > 0.05$. Work motivation has a significant positive effect on the performance of the sig value of $0,000 < 0,05$. While for the indirect effect of interpersonal communication on performance through work motivation has a significant effect, the results of t count $> t$ table are equal to $3.770 > 1.665$. And the indirect effect of work stress on performance through work motivation but not significant effect, the results of t count $< t$ table are equal to $-1.381 < 1.665$.