

ABSTRAK

Work motivation can be influenced by work stress factors, such as environment, organization and personality. Most of employees worked in an organization such as private companies on government agencies experienced those work stress factors, and particularly Communication and Information Department of West Java. Communication and Information Department of West Java is a government technical institution which handling technical communication and information field.

This research aimed to know that work stress factors can be influenced the employees work motivation of the Communication and Information Department of West Java either directly or indirectly. This research used analysis method with survey, which used of population of all permanent employees as object research in cross sectional time span. Hypothesis of this research is tested by *F* test for simultaneous effect and *t* test for partial effect. A questioner for measuring subject's responses to research variable, uses to obtain data as data instrument.

The research result shows that work motivation of Communication and Information Department of West Java employees influenced by work stress factors positively and significantly with percentage 68,5%. From the three work stress factors, a dominant factor is organization work stress factors with percentage 41,3% and 31,8% from another variable which not submitted in this research. Based on these research known, work stress that manage well the motivation will raise in line with the increase in work stress.

Keywords : Job Environment Stress, Organization Factors Stress, Personality Factors Stress, Work Motivation
