

**PENGARUH STRES KERJA DAN MOTIVASI KERJA TERHADAP  
KINERJA KARYAWAN TEKNISI OUTSOURCING  
PT. TELKOM AKSES JOMBANG**

**ABSTRAK**

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Penelitian ini bertujuan untuk menjelaskan pengaruh stres kerja dan motivasi kerja terhadap kinerja karyawan pada karyawan teknisi Outsourcing PT. Telkom Akses Jombang. Penelitian ini menggunakan metode penelitian kuantitatif dengan jenis penelitian *explanatory research*. Responden dalam penelitian adalah 63 karyawan teknisi. Teknik analisa data menggunakan deskriptif dan regresi linier berganda. Berdasarkan hasil penelitian, diketahui bahwa stres kerja yang tinggi berdampak pada penurunan kinerja karyawan. Sedangkan motivasi kerja yang rendah mampu berdampak pada penurunan kinerja karyawan.

***Kata Kunci: stres kerja, motivasi kerja, kinerja karyawan***

**EFFECT OF WORK STRESS AND WORK MOTIVATION ON EMPLOYEE  
PERFORMANCE ON OUTSOURCING TECHNICIAN EMPLOYEES PT.  
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**ABSTRACT**

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This research is to explain the effect of work stress and work motivation on employee performance on outsourcing technician employees of PT. Telecommunication Access Jombang. This research uses quantitative research methods with explanatory research type. Respondents in the research were 63 technician employees. The data analysis technique used descriptive and multiple linear regression. Based on the research results, it is known that high work stress has an impact on employee performance decline. Meanwhile, low work motivation can have an impact on employee performance decline.

***Keywords: job stress, work motivation, employee performance***