

ABSTRACT

*The research entitled *The Influence of Job Stress and Motivation on Organizational Commitment (A Case Study On The Employee Cooperative in Biofarma Bandung – West Java)*. The purpose of this research is to find out and analyze the influence of Stress job on Organizational Commitment, the influence of motivation work on Organizational Commitment, and the influences of stress job and motivation on organizational Commitment. Data collection techniques used are Field Research and Library Research. Utilizing Simple Random Sampling technique, the sample in this research consists of 60 respondents. The scale used is Likert Scale with questionnaire as data collection and measurement tool.*

The results shows that: (1) Job Stress negatively influences on commitment organizational showed by coefficient value -0,117 with significance 0,000; (2) work motivation negatively influences employees on organizational commitment showed by coefficient value -0,400 with significance 0,000;(3) job stress and work motivation influences either simultaneously with significance 0,000;(4) The magnitude of the influences of job stress and work motivation on commitment organizational either simultaneously is 49,3% and the magnitude of the influences either partial of job stress is 5,5% and work motivation is 43,8%.

Keywords: Job Stress, Work Motivation and Organizational Commitment