

ABSTRACT

Performance is very important for an organization to achieve its goals, whether in a government agency or private company. Employee performance is the work result that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities in realizing the goals, objectives, vision and mission of the organization. This research aims to determine the effect of work stress (X1) and organizational culture (X2) as the independent variables, organizational commitment (Z) as the intervening variable and performance (Y) as the dependent variable. In this research, sampling is carried out using a saturated sampling technique with a total of 60 respondents of Pusdalops PB and TRC BPBD DIY employees. The research uses quantitative methods, research data analysis uses SEM-PLS which is processed using the Smart PLS 4.0 application. The research results show that 1) Work stress does not have a direct negative and significant effect on employee performance. 2) Organizational culture does not have a direct positive and significant effect on employee performance. 3) Mediation of organizational commitment on work stress has a positive and significant influence on employee performance. 4) Mediation of organizational commitment to organizational culture has a positive and significant influence on the performance of Pusdalops PB and TRC BPBD DIY employees. This research results supports those conducted by Andwi Adnan Firmansyah (2022), Yuyuk Liana (2020), Miftakhul Huda (2019), Noor Riefma Hidayah (2019), Tiara Putri Usmany (2019), Yuyuk Liana (2020), but this research does not support those of Rai Agus Adi Wiratama (2022), Agung Harsanto Eko Siswoyo (2020), Achmad Luthfi Purnomo (2019), Tri Wantono (2017), and Amelia Rahma (2015).

Keywords: Work Stress, Organizational Culture, Organizational Commitment, Performance