

ABSTRACT

This study aims to analyze and describe the direct and indirect effects of role conflict, job stress and performance of civil servants Dinas PSDA, Central Java Province.

Its population is the entire civil service PSDA Office of Central Java Province of respondents 100 respondents, the sampling technique used was probability sampling. The analysis used in this study is multiple regression analysis, which previously tested the validity, reliability and classical assumptions.

Based on the calculation results showed that role conflict variable of employee job stress is significant. Based on the calculation results showed that role conflict to employee performance is significant. Adjusted R square of 0.172 this means that 17.2% of work stress can be affected by the conflict the role of analysis linear regression model 1, while the linear regression analysis model 2 Adjusted R square 0,424 42.4% this means that employee performance can be affected by role conflict and job stress and 47.6% other staff officer performance variables can be explained by other variables.

Keywords: role conflict, job stress, employee performance