

**ABSTRACT**

**THE EFFECT OF SALARY AND WORK STRESS ON PRODUCTIVITY  
WITH JOB SATISFACTION AS INTERVENING VARIABLES  
(Case Studies on Implementing Employees at the Pajajaran Department Store  
Ciamis)**

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*The research aims to determine and analyze the effect of salary and work stress on productivity through job satisfaction to implementing employees at the Pajajaran Department Store Ciamis. The research method used is a survey method with data obtained directly from the result of distributing questionnaires to 28 respondents who are implementing employees at the Pajajaran Department Store Ciamis. Sampling using sensus. The analytical tool used in this research is the analysis of mediating variables (Sobel test). Based on the results of research from the responses given by implementing employees at the Pajajaran Department Store Ciamis, it is known that salary and work stress influence indirectly on productivity through job satisfaction on implementing employees at the Pajajaran Department Store Ciamis.*

**Keywords: Salary, Work Stress, Job Satisfaction, Productivity**