

ABSTRACT

ANALYSIS OF THE INFLUENCE OF ANXIETY ON JOB STRESS AND ITS IMPACT ON EMPLOYEE JOB SATISFACTION

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The purpose of this study was to determine and analyse the effect of anxiety on job stress and the resulting impact on employee job satisfaction (study on all employees of PT. Darbeni Bangun Karya East Jakarta). The research method used was a survey with a quantitative approach by distribution of questionnaires to employees of PT Darbeni Bangun Karya in East Jakarta City. The type of data used was primary data, and the population in this study consisted of 150 people. The sample included all employees of PT. Darbeni Bangun Karya in East Jakarta. The sampling technique employed was the saturated sampling method, meaning that the entire population was used as research respondents. Data was collected using a questionnaire distributed to the employees. The analytical tool used in this study was Structural Equation Modeling (SEM). The results of the analysis show that anxiety has a positive effect on job stress among employees, job stress has a negative effect on employee job satisfaction, and job stress acts as a mediator in the relationship between anxiety and job satisfaction among the employees of PT. Darbeni Bangun Karya in East Jakarta. The implications of this study highlight the importance for companies to develop stress management programs and mental health support initiatives to improve employee job satisfaction. Furthermore, the findings can serve as a reference for managers and stakeholders in designing more effective strategies to reduce work-related anxiety and stress.

Keywords: *Anxiety, Job Stress, Job Satisfaction*