

ABSTRACT

The Issue about stress at work has been a main focus in many studies of human resource management and health for a long time ago. The objective of these research is to examine the effect of workload and job control to stress at work, and also to examine the effect of hardiness personality type as a moderate variable to stress at work. The Sample that has been used in these research are auditors from BPK-RI.

This research used multiple linear regression analysis to examine the effect of more than one independent variable (workload and job control) to one independent variable (stres at work). Probability t-count value of workload and job control ($0,000 < 0,5$) has showed that workload and job control have an effect on stress at work. The examine of moderation effect has been done by using moderated regression analysis (MRA) through the method which is called hierarchical regression analysis. These examine proved that hardiness personality type has given a moderated effect to the relationship between workload and job control with stress at work.

The conclusion based on the result of these data analysis are: There is an influence from independent variable, which is workload and job control to dependent variable which is stres at work that has been moderated by hardiness personality type.

Keywords: Stress at Work, Workload, Job Control, Hardiness Personality Type