ABSTRACT


This study is an explanatory research that explains the causal relationship between endogenous variables of work stress variables and work motivation and employee performance, while the exogenous variables of organizational climate variables and individual characteristics.

The purpose of this study was to demonstrate and analyze the influence of organizational climate, individual characteristic, and the career development on employee work motivation and performance of the financial section in some local government units the city of Samarinda. Apart from that, with changes in regional financial management system after the regional autonomy makes it increasingly complicated financial governance activities, so many employees of financial sections experience stress, which in turn lowers their performance. This phenomenon is interesting to do research.

Based on the results of statistical analysis with the program partial least square (PLS) with the number of 117 respondence obtained results that are conducive organizational climate and individual characteristics that can adapt to the characteristics of work can motivate labor and good performance, whereas the career development system affects the performance through motivation, and stress work turned out to weaken the motivation to work on the financial performance of employees in the city of Samarinda.
The conclusion from this study suggest that, if an employee and officer in charge at the financial part of work happening stress due to changes in the accountability system that change frequently, it will weaken the motivation to work on the performance of employees in the city of Samarinda.

Keywords: Organizational Climate, Karacteristik Individuals, Systems Career development, Work Motivation, Job Stress, Performance.