

ABSTRACT

Humans are one of the most important resources in the running of an organization. The quality of work life and proper work stress management will result in a good organizational culture. Based on the results of the pre-questionnaire on 20 employees at PT. Megalopolis Manunggal Industrial Development, Quality of Worklife felt by employees of PT. Megalopolis Manunggal Industrial Development is 70,8% and the level of Job Stress at PT. Megalopolis Manunggal Industrial Development is 46,2%.

This study aims to determine and analyze the influence of Quality of Worklife on Organizational Culture with Job Stress as an intervening variable. This research uses descriptive quantitative research methods. The population in this study were all employees of PT. Megalopolis Manunggal Industrial Development, which consists of 245 employees. The sample in this study were 80 male and female employees at PT. Megalopolis Manunggal Industrial Development. The technique for determining the number of samples uses the Slovin formula. Sources of research data consist of primary and secondary data. Data collection techniques consisted of field studies and literature studies. Data analysis was performed by path analysis, hypothesis testing and coefficient of determination.

The results showed that the Quality of Worklife (X) variable had a significant effect on Organizational Culture (Y) by 73,44%, the Quality of Worklife (X) variable had no significant effect on the Job Stress (Z) variable by 2,31%. Job Stress (Z) has no significant effect on the Organizational Culture (Y) variable, which is 0,0016%.

Key Words: *Quality of Worklife, Organizational Culture, Job Stres*