

**pDOES SOCIAL SUPPORT MODERATE THE INFLUENCE OF JOB
STRESS ON JOB PERFORMANCE AMONG GENERATION Z
EMPLOYEES IN JAKARTA**

THESIS

To Fulfill the Requirements for Achieving a Bachelor's Degree (S1)

In The International Undergraduate Program Business Management

Faculty of Business and Economics Universitas Atma Jaya Yogyakarta



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APPROVAL PAGE

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LEGITIMATION PAGE

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**DOES SOCIAL SUPPORT MODERATE THE INFLUENCE OF JOB
STRESS ON JOB PERFORMANCE AMONG GENERATION Z
EMPLOYEES IN JAKARTA**

is entirely my own effort, except where otherwise acknowledged. All sources used in this thesis have been duly cited and referenced. I have not used any unauthorized assistance or resources in completing this work. Furthermore, I declare that this thesis has not been submitted for any other degree or qualification at Universitas Atma Jaya Yogyakarta or any other institution.

Yogyakarta, 4 July 2026



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ABSTRACT

This study investigates the impact of Job Stress on the Job Performance of Generation Z employees in Jakarta and evaluates the potential buffering role of Social Support as the moderating variable. This research is conducted using quantitative research design where data was gathered through a structured self-ministered questionnaire to Generation Z employees in Jakarta. The data was analyzed by using Simple Linear Regression to assess the direct patch of Job Stress on Job Performance and Moderated Regression Analysis to evaluate the interaction effects between Social Support and Job Stress. The empirical outcomes for the first hypothesis show that Job Stress has a significant impact on Job Performance. Hence, the second hypothesis indicates that the interaction between Job Stress and Social Support is statistically significant leading to the approval of the moderation framework. These findings conclude that a supportive workplace environment not only improves employees' productivity and helps Generation Z employees to cope with work stress and while maintaining their performance.

Keywords: Job Stress, Job Performance, Social Support, Moderated Regression Analysis, Generation Z, employees, Jakarta.

TABLE OF CONTENTS

APPROVAL PAGE	ii
LEGITIMATION PAGE	iii
AUTHENTICITY ACKNOWLEDGEMENT	iv
ACKNOWLEDGEMENT	v
ABSTRACT.....	vii
TABLE OF CONTENTS	viii
LIST OF TABLES	xi
LIST OF APPENDIXES	xii
CHAPTER I INTRODUCTION	1
1.1 Research Background.....	1
1.2 Research Questions	6
1.3 Research Scope	6
1.4 Research Objective.....	7
1.5 Research Benefits.....	8
1.6 Writing Systematic Order	9
CHAPTER II LITERATURE REVIEW	10
2.1 Theoretical Background.....	10
2.1.1 Job Performance.....	12
2.1.1.1 Factors of Job Performance.....	12
2.1.1.2 Aspects of Job Performance.....	13
2.1.1.3 Dimensions of Job Performance	13
2.1.1.4 Consequences of Job Performance	14
2.1.2 Job Stress.....	14
2.1.2.1 Factors of Job Stress	15
2.1.2.2 Aspects of Job Stress.....	15
2.1.2.3 Dimensions of Job Stress	16
2.1.2.4 Consequences of Job Stress	16
2.1.3 Social Support	17
2.1.3.1 Factors of Social Support	18
2.1.3.2 Aspects of Social Support	18
2.1.3.3 Dimensions of Social Support.....	19

2.1.3.4	Consequences of Social Support.....	19
2.2	Previous Research	20
2.3	Hypothesis Development	25
2.3.1	The Impact of Job Stress On Job Performance	25
2.3.2	The Moderating Role of Social Support on The Relationship Between Job Stress and Job Performance	26
2.4	Research Framework.....	27
CHAPTER III RESEARCH DESIGN AND METHODOLOGY		28
3.1	Research Type.....	28
3.2	Location and Time of Research	29
3.3	Population and Sample.....	29
3.3.1	Population	29
3.3.2	Sampling Method.....	30
3.3.2.1	Sample Size.....	31
3.4	Data Type and Data Source.....	32
3.5	Data Collection Method	33
3.6	Research Instrument.....	34
3.7	Instrument Testing Method.....	35
3.7.1	Validity Test.....	35
3.7.2	Reliability Test.....	35
3.8	Data Analysis Method.....	36
3.8.1	Descriptive Statistic Analysis	36
3.8.2	Hypothesis Testing.....	36
3.8.2.1	Simultaneous Test (F Test)	37
3.8.2.2.	Partial Hypothesis Test (T Test)	37
3.8.2.3.	Coefficient of Determination Test (R^2).....	38
3.8.2.4.	Multicollinearity Test.....	38
3.8.2.5.	Heteroscedasticity Test	39
3.8.2.6.	Regression Analysis	39
CHAPTER IV RESULTS AND DISCUSSION.....		42
4.1	Respondents Description.....	42
4.2	Instrument Test Results.....	43
4.2.1	Validity Test Result	43
4.2.2	Reliability Test Result.....	45

4.3	Data Analysis Method.....	46
4.3.1	Descriptive Analysis Result	46
4.3.2.	Multicollinearity Test Result	52
4.3.3	Heteroscedasticity Test Result	53
4.3.4	Variable Descriptive Statistics	55
4.3.2.1	The Impact of Job Stress On Job Performance	55
4.3.2.2	The Moderating Role of Social Support On The Relationship Between Job Stress and Job Performance	56
4.4	Discussion	58
CHAPTER V CONCLUSION.....		62
5.1	Conclusion	62
5.2	Managerial Implication	62
5.3	Research Limitation	64
5.4	Future Suggestion	64
BIBLIOGRAPHY		LXVI
APPENDIX		LXXI

LIST OF TABLES

Table 2.1 Previous Research	21
Table 3.1 Interval Scale Category	36
Table 4.1 Respondents' Descriptions.....	42
Table 4.2 Validity Test Results.....	43
Table 4.3 Reliability Test Result.....	46
Table 4.4 Descriptive Analysis Table	47
Table 4.5 Multicollinearity Test Result	52
Table 4.6 Heteroscedasticity Test Result	53
Table 4.7 Result of The Impact of Job Stress on Job Performance	55
Table 4.8 Result of The Moderating Role of Social Support On The Relationship Between Job Stress and Job Performance	57

LIST OF APPENDIXES

Appendix 1.1 Research Questionnaire	LXXI
Appendix 1.2 Respondent's Description.....	LXXVI
Appendix 1.3 Validity Test Results	LXXVII
Appendix 1.4 Reability Test Results	LXXXIX
Appendix 1.5 Descriptive Analysis Result.....	XCI
Appendix 1.6 Multicollinearity Test Result	XCIII
Appendix 1.7 Heteroscedasticity Test Result	XCIII
Appendix 1.8 Hypothesis Analysis	XCIV