

ABSTRAK

PENGARUH KONFLIK KERJA DAN STRES KERJA TERHADAP PENGEMBANGAN KARIR KARYAWAN PADA DEPARTEMEN CANNERY PT GREAT GIANT PINEAPPLE LAMPUNG TENGAH

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PT Great Giant Pineapple terletak di sisi timur dan barat Jalan Raya Lintas Sumatera luasnya mencapai 32 ribu hektar, tersebar di banyak desa dan kecamatan. *PT Great Giant Pineapple* mulai berdiri lewat kehadiran PT Umas Jaya. Permasalahan yang ada di Departemen *Cannery PT Great Giant Pineapple* adalah apakah konflik kerja dan stres kerja secara bersama-sama mempengaruhi pengembangan karir karyawan pada Departemen *Cannery PT Great Giant Pineapple* Lampung Tengah. Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh konflik kerja dan stres kerja terhadap pengembangan karir karyawan pada Departemen *Cannery PT Great Giant Pineapple* Lampung Tengah.

Populasi yang diambil dalam penelitian ini adalah karyawan PKWTT (Perjanjian Kerja Waktu Tidak Tertentu/Tetap) pada level jabatan Staf dan Pelaksana Departemen *Cannery PT Great Giant Pineapple* Lampung Tengah, yaitu sebanyak 124 karyawan. Pengumpulan data yang dilakukan adalah dengan menyebarkan kuesioner. Data selanjutnya dianalisis dengan menggunakan Uji Analisis Regresi Linear Berganda. Penelitian ini bertujuan untuk menguji pengaruh konflik kerja dan stres kerja terhadap pengembangan karir karyawan Departemen *Cannery PT Great Giant Pineapple* Lampung Tengah. Hipotesis yang dirumuskan yaitu konflik kerja berpengaruh terhadap pengembangan karir karyawan, stres kerja berpengaruh terhadap pengembangan karir karyawan, serta konflik kerja dan stres kerja secara bersama-sama berpengaruh terhadap pengembangan karir karyawan Departemen *Cannery PT Great Giant Pineapple* Lampung Tengah.

Hasil analisis menunjukkan bahwa konflik kerja memiliki pengaruh positif terhadap pengembangan karir karyawan, stres kerja memiliki pengaruh positif terhadap pengembangan karir karyawan, serta konflik kerja dan stres kerja memiliki pengaruh positif terhadap pengembangan karir karyawan. Perusahaan sebaiknya lebih mengontrol pekerjaan yang diberikan kepada karyawan untuk meminimalisir adanya konflik kerja dan stres kerja serta memberikan arahan kepada karyawan untuk lebih memahami tujuan karir mengenai prospek promosi dan rute karir.

Kata Kunci: Konflik Kerja, Stres Kerja, Pengembangan Karir

ABSTRACT

EFFECT OF WORKPLACE CONFLICT AND WORK STRESS ON EMPLOYEES CAREER DEVELOPMENT IN CANNERY DEPARTMENT OF PT GREAT GIANT PINEAPPLE CENTRAL LAMPUNG

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PT Great Giant Pineapple is located on the eastern and western side of Sumatra Raya Highway reaching 32 thousand hectares, spread in many villages and districts. PT Great Giant Pineapple began to stand through the presence of PT Umas Jaya. The problems at PT Great Giant Pineapple's Cannery Department are whether work conflicts and workplace stress jointly affect employee career development at Cannery Department of PT Great Giant Pineapple Central Lampung. The purpose of this research is to find out how big the influence of work conflict and work stress on career development of employees at Department Cannery PT Great Giant Pineapple of Central Lampung.

Population taken in this research is employee of PKWTT (Working Agreement of Uncertainty / Permanent Time) at the level of position of Staff and Implementation Department of Cannery of PT Great Giant Pineapple of Central Lampung, that is 124 employees. Data collection is done by distributing questionnaires. Further data were analyzed by using Multiple Linear Regression Analysis Test. This study aims to examine the effect of work conflicts and work stress on the career development of employees of Cannery Department of PT Great Giant Pineapple Central Lampung. The hypothesis formulated that the work conflict has an effect on employee career development, job stress influence to employee career development, and work conflict and work stress together to influence career development of employees of Cannery Department of PT Great Giant Pineapple of Central Lampung.

The results of the analysis show that work conflicts have a positive effect on employee career development, job stress has a positive influence on employee career development, as well as work conflicts and job stress have a positive influence on employee career development. Companies should better control the jobs given to employees to minimize work conflicts and job stress and provide direction to employees to better understand career goals about promotional prospects and career routes.

Keywords: Work Conflict, Job Stress, Career Development