

ABSTRAK

PENGARUH STRES KERJA DAN KEPUASAN KERJA TERHADAP KINERJA PEGAWAI DI SEKRETARIAT KOMISI PEMILIHAN UMUM (KPU) KOTA BANDAR LAMPUNG

Oleh

JESSICA MAHERATIARNA BR GINTING

Penelitian ini bertujuan untuk menguji pengaruh stres kerja dan kepuasan kerja terhadap kinerja pegawai di Sekretariat Komisi Pemilihan Umum (KPU) Kota Bandar Lampung. Kinerja pegawai akan meningkat apabila pegawai merasa puas atas pekerjaannya karena kebutuhan dan harapan mereka telah tercapai. Stres kerja dan kepuasan kerja berperan penting dalam mempengaruhi kinerja pegawai. Penelitian ini menggunakan metode kuantitatif dengan data primer yang dikumpulkan melalui kuisioner. Populasi dalam penelitian ini adalah seluruh pegawai Sekretariat Komisi Pemilihan Umum (KPU) Kota Bandar Lampung yang berjumlah 30 orang, dan dengan teknik *sampling* jenuh seluruh anggota populasi dijadikan sampel. Uji validitas, reliabilitas, normalitas, multikolinieritas, dan heteroskedastisitas dilakukan untuk memastikan kualitas data. Hasil penelitian menunjukkan bahwa stres kerja berpengaruh negatif terhadap kinerja pegawai, sedangkan kepuasan kerja berpengaruh positif terhadap kinerja pegawai. Berdasarkan uji-t, variabel stres kerja memiliki nilai sig. sebesar $0.000 < 0.05$ dan variabel kepuasan kerja memiliki nilai sig sebesar $0.001 < 0.05$, yang menunjukkan bahwa kedua variabel berpengaruh terhadap kinerja pegawai. Berdasarkan hasil uji determinasi koefisien (R^2) sebesar 78,3%, artinya stres kerja dan kepuasan kerja berpengaruh 78,3% terhadap kinerja pegawai.

Kata kunci : Beban Kerja, Produktivitas Pegawai, Peningkatan Kinerja

ABSTRACT

THE EFFECT OF JOB STRESS AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT THE SECRETARIAT OF THE GENERAL ELECTIONS COMMISSION (KPU) IN BANDAR LAMPUNG CITY

By

JESSICA MAHERATIARNA BR.GINTING

This study aims to examine the influence of work stress and job satisfaction on employee performance at the Secretariat of the General Election Commission (KPU) of Bandar Lampung City. Employee performance will improve if employees are satisfied with their jobs because their needs and expectations have been met. Work stress and job satisfaction play an important role in influencing employee performance. This study uses a quantitative method with primary data collected through questionnaires. The population in this study consist of all employees at the Secretariat of the General Election Commission (KPU) of Bandar Lampung City, totalling 30 people, and using a saturated sampling technique, the entire population was used as the sample. Validity, reliability, normality, multicollinearity, and heteroscedasticity tests were conducted to ensure data quality. The results of the study indicate that work stress has a negative effect on employee performance. while job satisfaction has a positive effect on employee performance. Based on the t-test, the work stress variable has a significance value of $0.000 < 0.05$, and the job satisfaction variable has a significance value of $0.001 < 0.05$, indicating that both variables significantly affect employee performance. Based on the coefficient of determination test (R^2) results of 78,3 %, it means that work stress and job satisfaction account for 78,3% of the influence on employee performance.

Keywords : Workload, Employee Productivity, Performance Improvement