

ABSTRAK

JELI ANRICO. 2022. Pengaruh Stres Kerja dan Konflik Kerja Terhadap Kepuasan Kerja Karyawan PT Kinandita Karya Gemilang. Skripsi dibimbing oleh Ali Akbar, S.E., M.Si. selaku pembimbing I dan RR. Dimas Veronica Priharti, S.E., M.M. selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Stres Kerja dan Konflik Kerja terhadap Kepuasan Kerja Karyawan PT Kinandita Karya Gemilang. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 53 orang karyawan. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada Pengaruh Stres Kerja terhadap Kepuasan Kerja Karyawan PT Kinandita Karya Gemilang diperoleh t_{hitung} 8,864 dengan t_{tabel} 2,00856 karena, nilai $t_{hitung} > t_{tabel}$ atau $8,864 > 2,00856$, maka keputusannya H_0 ditolak dan H_a diterima. Variabel Konflik Kerja ada Pengaruh terhadap Kepuasan Kerja Karyawan PT Kinandita Karya Gemilang diperoleh t_{hitung} 10,159 karena nilai t_{hitung} 10,159 $>$ t_{tabel} 2,00856 atau $10,159 > 2,00856$, maka keputusannya H_0 ditolak dan H_a diterima. Secara simultan didapatkan ada Stres Kerja dan Konflik Kerja terhadap Kepuasan Kerja Karyawan PT Kinandita Karya Gemilang dengan nilai F_{hitung} sebesar 324,904. Hal ini dapat dilihat dari tabel ANOVA yang menunjukkan $F_{hitung} > F_{tabel}$ ($324,904 > 3,18$) maka H_0 ditolak dan H_a diterima. Koefisien determinasi (R^2) yang diperoleh sebesar 0,929. Hal ini menunjukkan berarti sumbangan Pengaruh Stres Kerja dan Konflik Kerja terhadap Kepuasan Kerja Karyawan sebesar 92,9% sedangkan sisanya 7,1% dipengaruhi oleh variabel lain diluar penelitian ini yaitu upah yang cukup, penghargaan atas hasil kerja, dll.

Kata Kunci : Kompetensi dan Pelatihan Kerja, Produktivitas Kerja

ABSTRACT

JELI ANRICO. 2022. The Influence of Work Stress and Work Conflict on Job Satisfaction of Employees at PT Kinandita Karya Gemilang. The study was under the guidance of Ali Akbar, S.E., M.Si and RR. Dimas Veronica Priharti, S.E., M.M.

This study discussed the influence of work stress and work conflict on job satisfaction of PT Kinandita Karya Gemilang employees. The data collection technique used in this study was through distributing questionnaires. Total population was 53 employees. The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of work stress on employees' satisfaction at PT Kinandita Karya Gemilang, t count 8.864 with t table 2.00856 because, t count $>$ t table or $8.864 > 2.00856$, then the decision H_0 was rejected and H_a was accepted. The Work Conflict Variable had an Influence on Employees' Job Satisfaction at PT Kinandita Karya Gemilang obtained t count 10.159 because t count 10.159 $>$ t table 2.00856 or $10.159 > 2.00856$, then the decision H_0 was rejected and H_a was accepted. Simultaneously, it was found that there was Job Stress and Work Conflict on Job Satisfaction of PT Kinandita Karya Gemilang Employees with a F count of 324.904. This could be seen from the ANOVA table which shows F count $>$ F table ($324.904 > 3.18$) then H_0 was rejected and H_a was accepted. The coefficient of determination (R^2) obtained was 0.929. This showed that the contribution of the influence of Job Stress and Work Conflict on Employees' Job Satisfaction was 92.9% while the remaining 7.1% was influenced by other variables outside of this study, namely adequate wages, appreciation for work results, etc.

Keywords: Competency and Job Training, Work Productivity