ABSTRACT

NOVIA DELVINA. (2022). TheInfluence of Work Stress and Compensation on Employees' Performance at PT. Sinarmas Distributor Nusantara. Under the guidance of Darman Syafei, SE., M.Si and Anis Feblin, S.E., M.Si.,. The analytical tool used in this research was multiple linear regression. The purpose of the study was to determine the influence of work stress and compensation on employees' performance at PT. Sinarmas Distributor Nusantara. Based on the results of the analysis and discussion that had been carried out, it could be concluded that either partially or simultaneously work stress and compensation had an influence on employees' performance at PT. Sinarmas Distrubutor Nusantara Baturaja Branch. The value of the coefficient of determination (adjusted R Square) was 0.902 this indicated that 90,2% of the variation of employees' performance at PT. Sinarmas Distrubutor Nusantara Baturaja Branch could be explained by the variable work stress (X1) and compensation (X2) while the remaining 8% was influenced by other variables besides the variables in this study, for example work morale, motivation, quality of work life, job satisfaction and others. -other (Siagian, 2013: 285).

Keywords: Influence, Work Stress, Compensation, Employees'Performance

ABSTRAK

NOVIA DELVINA. (2022). Pengaruh Stres Kerja Dan Kompensasi Terhadap Kinerja Karyawan PT. Sinarmas Distributor Nusantara . Dibimbing oleh Darman Syafei, SE., M.Si selaku Pembimbing I dan Anis Feblin, S.E., M.Si., selaku Pembimbing II. Alat analisis yang digunakan dalam penelitian ini adalah *regresi linier berganda*. Tujuan penelitian adalah untuk mengetahui Pengaruh Stres Kerja Dan Kompensasi Terhadap Kinerja Karyawan PT. Sinarmas Distributor Nusantara.Berdasarkan hasil analisis dan pembahasan yang telah dilakukan, maka dapat disimpulkan bahwa baik secara parsial maupun simultanstres kerja dan kompensasi mempunyai pengaruh terhadap kinerja karyawan di PT. Sinarmas Distrubutor Nusantara Cabang Baturaja. Nilai Koefisien determinasi (*adjusted R Square*) adalah sebesar 0.902 hal ini menunjukkan bahwa sebesar 90,2% variasi dari Kinerja karyawan di PT. Sinarmas Distrubutor Nusantara Cabang Baturaja bisa dijelaskan oleh variabel Stres Kerja (X1) dan kompensasi (X2) sedangkan sisanya sebesar 8% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya semangat kerja, motivasi, kualitas kehidupan kerja, kepuasan kerja dan lain-lain (Siagian, 2013: 285).

Kata Kunci: Pengaruh, Stres Kerja, Kompensasi, Kinerja Karyawan