

ABSTRACT

SRI WAHYUNI. 2023. The Influence of Job Stress and Rewards on Employees' Job Satisfaction in the Regional Water Company of OKU District. The study was under the guidance of Novegya Ratih Primandari, S.E., M.Si and Dyah Ayu Putriani, S.Pd., M.Si.

This research examined the influence of job stress and rewards on employees' job satisfaction in the Regional Water Company of OKU District. The data collection technique used in this study was through questionnaire distribution. The total population was 65 people. The data analysis technique used was Multiple Linear Regression. Based on the partial analysis results, there was an influence of job stress on employees' job satisfaction in the Regional Water Company of OKU District with a t-value of 3.483. The reward variable had an influence on employees' job satisfaction in the Regional Water Company of OKU District with a t-value of 4.600. Simultaneously, it was found that there was an influence of job stress and rewards on employees' job satisfaction in the Regional Water Company of OKU District with an F-value of 67.036. The coefficient of determination (R²) obtained was 0.684. This indicated a significant contribution of job stress and rewards to job satisfaction by 68.4%, while the remaining 31.6% was influenced by other variables outside the scope of this study, such as physical conditions, financial security, and rank (Mangkunegara, 2017:120).

Keywords: Job Stress and Rewards, Job Satisfaction.

ABSTRAK

SRI WAHYUNI. 2023. Pengaruh Stres Kerja Dan *Reward* Terhadap Kepuasan Kerja Karyawan Pada Perusahaan Daerah Air Minum Kabupaten OKU. Skripsi dibimbing oleh ibu Novegya Ratih Primandari, S.E., M.Si dan ibu Dyah Ayu Putriani, S.Pd., M.Si.

Penelitian ini membahas tentang pengaruh Stres Kerja Dan *Reward* Terhadap Kepuasan Kerja Karyawan Pada Perusahaan Daerah Air Minum Kabupaten OKU. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 65 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Stres Kerja Terhadap Kepuasan Kerja Karyawan Pada Perusahaan Daerah Air Minum Kabupaten OKU dengan nilai t hitung sebesar 3,483. Variabel *Reward* ada pengaruh terhadap kepuasan kerja karyawan Perusahaan Daerah Air Minum Kabupaten OKU dengan nilai t hitung sebesar 4,600. Secara simultan didapatkan ada pengaruh stres kerja dan *reward* terhadap kepuasan kerja karyawan pada Perusahaan Daerah Air Minum Kabupaten OKU dengan nilai F hitung sebesar 67,036. Koefisien determinasi (R^2) yang diperoleh sebesar 0,684 Hal ini menunjukkan berarti sumbangan pengaruh stres kerja dan *reward* terhadap kepuasan kerja sebesar 68,4% sedangkan sisanya 31,6% dipengaruhi oleh variabel lain diluar penelitian ini yaitu kondisi fisik, jaminan finansial dan pangkat (Mangkunegara, 2017:120).

Kata Kunci : Stres Kerja dan *Reward*, Kepuasan Kerja