

ABSTRAK

RONALDI. 2022. Pengaruh Stress Kerja Dan Motivasi Terhadap Kepuasan Kerja Karyawan Pada PT. Sinarmas Distributor Nusantara Cabang Baturaja. Skripsi Dibimbing oleh Darman Syafe'i, S.E., M.Si. dan Dyah Ayu Putriani, S.Pd.,M.Si.

Penelitian ini membahas tentang untuk mengetahui pengaruh stress kerja dan motivasi terhadap kepuasan kerja karyawan Pada PT. Sinarmas Distributor Nusantara Cabang Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 36 orang. Metode analisis yang digunakan adalah regresi linear berganda. Berdasarkan pengujian hipotesis secara parsial stres kerja (X1) berpengaruh signifikan terhadap kepuasan kerja pada PT. Sinarmas Distributor Nusantara Cabang Baturaja dan variabel motivasi (X2) pengaruh signifikan terhadap kepuasan kerja (Y) PT. Sinarmas Distributor Nusantara Cabang Baturaja. Secara simultan stres kerja (X1) dan motivasi (X2) mempunyai pengaruh signifikan terhadap kepuasan kerja (Y) pada PT. Sinarmas Distributor Nusantara Cabang Baturaja. Nilai Koefisien determinasi (*R Square*) adalah sebesar 0,902 hal ini menunjukkan bahwa sebesar 90,2% sumbangan dari kepuasan kerja pada PT. Sinarmas Distributor Nusantara Cabang Baturaja bisa dijelaskan oleh variabel Motivasi dan disiplin kerja sedangkan sisanya sebesar 9,8% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini seperti kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), etos kerja, komitmen kerja, pemberdayaan sumber daya manusia, kepuasan kerja dan lain-lain (Wibowo, 2015: 347).

Kata Kunci: Stress kerja, motivasi dan kepuasan kerja

ABSTRACT

RONALDI. 2022. The Influence of Work Stress and Motivation on Employees' Job Satisfaction at PT. Sinarmas Distributor Nusantara Baturaja Branch. The study was under the guidance of Darman Syafe'i, S.E., M.Si., and Dyah Ayu Putriani, S.Pd., M.Si.

This study aimed to determine the influence of work stress and motivation on employees' job satisfaction at PT. Sinarmas Distributor Nusantara Baturaja Branch. The data for this research were collected through questionnaire distribution. The population size was 36 people. The analysis method used was multiple linear regression. Based on the partial hypothesis testing, work stress (X1) had a significant influence on job satisfaction at PT. Sinarmas Distributor Nusantara Baturaja Branch, and the motivation variable (X2) had a significant influence on job satisfaction (Y) at PT. Sinarmas Distributor Nusantara Baturaja Branch. Simultaneously, work stress (X1) and motivation (X2) had a significant influence on job satisfaction (Y) at PT. Sinarmas Distributor Nusantara Baturaja Branch. The coefficient of determination (R Square) was 0.902, indicating that 90.2% of the contribution to job satisfaction at PT. Sinarmas Distributor Nusantara Baturaja Branch could be explained by the variables of Motivation and work discipline, while the remaining 9.8% was influenced by other variables outside the scope of this study, such as competence (wages or salary, incentives, rewards, and allowances), work ethic, work commitment, human resource empowerment, job satisfaction, and others (Wibowo, 2015: 347).

Keywords: Work stress, motivation, and job satisfaction.