

## ABSTRAK

**Jilli Aprianti (2023). Pengaruh Locus Of Control dan Stres Kerja Terhadap Kinerja Karyawan J&T Express Cabang Baturaja. Dibimbing oleh Bapak Noviansyah, S.E.,M.Si. selaku pembimbing I dan Ibu Dyah Ayu Putriani, S.Pd.,M.Si selaku pembimbing II.**

Penelitian ini bertujuan untuk mengetahui pengaruh Locus Of Control dan Stres Kerja Terhadap Kinerja Karyawan J&T Express Cabang Baturaja baik secara parsial maupun simultan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil penelitian didapatkan bahwa Berdasarkan hasil uji hipotesis menunjukkan bahwa secara parsial atau uji t variabel Locus Of Control memiliki nilai t-hitung (7,253) > t-tabel (2,04227) maka  $H_0$  ditolak dan  $H_a$  diterima artinya ada pengaruh signifikan Locus Of Control terhadap Kinerja karyawan J&T Express Cabang Baturaja. Sedangkan variabel stres kerja memiliki nilai t-hitung (8,402) > t-tabel (2,04227) maka  $H_0$  ditolak dan  $H_a$  diterima artinya ada Pengaruh stres kerja Terhadap Kinerja karyawan J&T Express Cabang Baturaja. Hasil uji hipotesis simultan didapatkan Fhitung sebesar 366,759. Hasil tersebut kemudian dibandingkan dengan F tabel, F tabel di peroleh dengan melihat ( $df_1 = \text{jumlah variabel} - 1 = 3 - 1 = 2$  dan ( $df_2 = n - k - 1 = 33 - 2 - 1 = 30$  pada tingkat kepercayaan 95% atau  $\alpha = 5\%$  didapat Ftabel 3,32. Jadi Fhitung 366,759 > Ftabel 3,32 maka  $H_0$  ditolak dan  $H_a$  diterima, artinya Ada Pengaruh Locus Of Control dan Stres kerja Terhadap Kinerja karyawan J&T Express Cabang Baturaja. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0,961. Hal ini menunjukkan bahwa berarti sumbangan pengaruh Locus Of Control dan stres kerja terhadap Kinerja karyawan sebesar 96,1% sedangkan sisanya 3,9% dipengaruhi oleh variabel lain seperti Kemampuan, kepribadian dan minat kerja (Afandi (2021:86).

## ABSTRACT

**Jilli Aprianti (2023). The Influence of Locus of Control and Work Stress on the Performance of J&T Express Baturaja Branch Employees. This research was under the guidance of Noviansyah, S.E., M.Si. and Dyah Ayu Putriani, S.Pd., M.Si.**

This research aimed to determine the influence of Locus of Control and Job Stress on the Performance of J&T Express Baturaja Branch Employees, both partially and simultaneously. The data collection technique used in this research was through distributing questionnaires. The data analysis technique used was multiple linear regression. Based on the research results, it was found that the hypothesis test, showed that partially or t test the variable Locus Of Control had a t-count value ( $7.253 > t\text{-table } (2.04227)$ ) then  $H_0$  was rejected and  $H_a$  was accepted meaning there was a significant influence of Locus Of Control on the performance of J&T Express Baturaja Branch employees. Meanwhile, the work stress variable had a t-count value ( $8.402 > t\text{-table } (2.04227)$ ), so  $H_0$  was rejected and  $H_a$  was accepted, meaning that there was an influence of work stress on the performance of J&T Express Baturaja Branch employees. The results of the simultaneous hypothesis test showed that Fcount was 366.759. These results were then compared with the F table, the F table was obtained by looking at ( $df_1 = \text{number of variables} - 1 = 3 - 1 = 2$  and ( $df_2 = n - k - 1 = 33 - 2 - 1 = 30$ ) at a 95% confidence level or  $\alpha = 5\%$  obtained F table 3.32. So Fcount  $366.759 > F\text{table } 3.32$  then  $H_0$  was rejected and  $H_a$  was accepted, meaning that there was an influence of Locus of Control and Job Stress on the performance of J&T Express Baturaja Branch employees. The coefficient of determination ( $R^2$ ) obtained was 0.961. This showed that the contribution of Locus of Control and work stress to employees' performance was 96.1%, while the remaining 3.9% was influenced by other variables such as ability, personality and work interest (Afandi (2021:86).