

ABSTRACT

Dori Br Tumanggor (2023), The Influence of Job Satisfaction and Job Stress on Employees' Performance at the Bukit Indah Lestari Baturaja Hotel Under the Guidance of Novegya Ratih Primandari, S.E., M.Si and Rani Anwar, S.Pd., M.M. This research discussed the influence of job satisfaction and job stress on employees' performance at the Bukit Indah Lestari Baturaja Hotel. The population in this study was 53 employees at the Bukit Indah Lestari Baturaja Hotel. The method used in this research was a quantitative method using the Multiple Linear Regression analysis tool. After conducting research, the results showed that Job Satisfaction and Job Stress simultaneously had a positive or significant influence on employees' performance at the Bukit Indah Lestari Baturaja Hotel. This could be seen in the results of the Multiple Linear Regression Analysis of the Job Satisfaction Variable (X1) of (0.305) and Job Stress (X2) of (-0.634). The results of the T Test calculation showed that the t-calculated value of Job Satisfaction (X1) was (2.828), Job Stress (-7.242) > t-table (2.00856). The results of the F test calculation obtained an f-count value of (92.576) > f-table (3.18). The value of the Coefficient of Determination (R Square) was 0.787, meaning that in this case the percentage contribution of Job Satisfaction and Job Stress to employees' performance was 78.7% and the remaining 21.3% was influenced by other variables such as work environment, work motivation and other variables. (Susilawati & Mayasari, 2022)

Keywords: Job Satisfaction, Job Stress and Employees' Performance

ABSTRAK

Dori Br Tumanggor (2023), Pengaruh Kepuasan Kerja Dan Stres Kerja Terhadap Kinerja Karyawan Di Hotel Bukit Indah Lestari Baturaja Di Bawah Bimbingan **Novegya Ratih Primandari, S.E.,M.Si** Dan **Rani Anwar, S.Pd.,M.M.** Skripsi ini membahas tentang Pengaruh Kepuasan Kerja Dan Stres Kerja Terhadap Kinerja Karyawan Di Hotel Bukit Indah Lestari Baturaja. Populasi dalam penelitian ini adalah 53 karyawan pada Hotel Bukit Indah Lestari Baturaja. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Setelah dilakukan penelitian didapatkan hasil bahwa Kepuasan Kerja dan Stres Kerja secara simultan berpengaruh positif atau signifikan terhadap kinerja karyawan di Hotel Bukit Indah Lestari Baturaja. Hal tersebut dapat dilihat pada hasil Analisis Regresi Linear Berganda Variabel Kepuasan Kerja (X_1) sebesar (0.305) dan Stres Kerja (X_2) sebesar (-0.634). Hasil perhitungan Uji T diperoleh nilai t-hitung Kepuasan Kerja (X_1) sebesar (2.828), Stres Kerja (-7.242) > t-tabel (2.00856). Hasil perhitungan uji F diperoleh nilai f-hitung sebesar (92,576) > f-tabel (3.18). Nilai Koefisien Determinasi (R Square) sebesar 0.787 artinya dalam hal ini persentase sumbangan Kepuasan Kerja dan Stres Kerja terhadap kinerja karyawan sebesar 78.7% dan sisanya sebesar 21.3% dipengaruhi oleh variabel lain seperti lingkungan kerja, motivasi kerja dan variabel lainnya. (Susilawati & Mayasari, 2022)

Katakunci: Kepuasan Kerja, Stres Kerja dan Kinerja karyawan