

ABSTRACT

Aluisus Erick Didik Setiawan (2023). The Effect of Job Stress and Workload on Employee Performance at PT. Thamrin Brother Belitang, East OKU Regency. Supervised by Mr. Darman Syafe'i, S.E., M.Si. as supervisor I and Mr. Maulana Hadi Kusuma, S.E, M.M. as supervisor II.

This study aims to determine the effect of work stress and workload on employee performance at PT. Thamrin Brother Belitang, East OKU Regency both partially and simultaneously. The data collection technique used in this study was through distributing questionnaires. The data analysis technique used is multiple linear regression. Based on the results of partial hypothesis testing research on work stress variables has a t-count value (9.113) > t-table (2.04841), meaning that there is a positive and significant effect of work stress on the performance of employees of PT. Thamrin Brother Belitang, East OKU Regency. The workload variable has a t-count value (6.655) > t-table (2.04841), meaning that there is a positive and significant effect of workload on the performance of employees of PT. Thamrin Brother Belitang, East OKU Regency. The results of simultaneous hypothesis testing $F_{count} 193,249 > F_{tabel} 3.34$ means that there is a positive and significant effect of work stress and workload on employee performance of employees of PT. Thamrin Brother Belitang, East OKU Regency. The coefficient of determination (R^2) obtained is 0.932. This shows that the contribution of the influence of work stress and workload on employee performance is 93.2% while the remaining 6.8% is influenced by other variables not mentioned in this study such as job satisfaction and organizational environment (Kasmir, 2019: 189-193).

Keywords: *Work Stress, Workload and Employee Performance*

ABSTRAK

Aluisus Erick Didik Setiawan (2023). Pengaruh Stres Kerja dan Beban Kerja Terhadap Kinerja Karyawan Pada PT. Thamrin Brother Belitang Kabupaten OKU Timur. Dibimbing oleh Bapak Darman Syafe'i, S.E.,M.Si. selaku pembimbing I dan Bapak Maulana Hadi Kusuma, S.E,M.M. selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Stres Kerja dan Beban Kerja Terhadap Kinerja Karyawan Pada PT. Thamrin Brother Belitang Kabupaten OKU Timur 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 uji hipotesis secara parsial pada variabel stres kerja memiliki nilai t-hitung (9,113) > t-tabel (2,04841) artinya ada pengaruh positif dan signifikan stres kerja terhadap kinerja karyawan PT. Thamrin Brother Belitang Kabupaten OKU Timur. Variabel Beban kerja memiliki nilai t-hitung (6,655) > t-tabel (2,04841) artinya ada pengaruh positif dan signifikan beban kerja terhadap kinerja karyawan karyawan PT. Thamrin Brother Belitang Kabupaten OKU Timur. Hasil uji hipotesis secara simultan $F_{hitung} 193,249 > F_{tabel} 3.34$ artinya ada pengaruh positif dan signifikan stres kerja dan beban kerja terhadap kinerja karyawan karyawan PT. Thamrin Brother Belitang Kabupaten OKU Timur. Koefisien determinasi (R^2) yang diperoleh sebesar 0,932. Hal ini menunjukkan berarti sumbangan pengaruh stres kerja dan beban kerja terhadap kinerja karyawan sebesar 93,2% sedangkan sisanya 6,8% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti kepuasan kerja dan lingkungan organisasi (Kasmir, 2019:189-193).

Kata Kunci: Stres Kerja, Beban Kerja dan Kinerja Karyawan