

## ABSTRAK

**Inda Permatasari. 2022. Pengaruh Beban Kerja Dan Stres kerja Terhadap Komitmen Organisasi Pada Perusahaan Daerah Air Minum (PDAM) OKU. Skripsi Dibimbing oleh Ervin Mardalena, S.E., M.Si. dan Rani Anwar, S.Pd.,M.M.**

Penelitian ini membahas tentang pengaruh beban kerja dan stres kerja terhadap komitmen organisasi pada Perusahaan Daerah Air Minum (PDAM) OKU. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 53 orang. Metode analisis yang digunakan adalah regresi linear berganda. Berdasarkan pengujian hipotesis secara persial untuk variabel Beban kerja (X1) sebesar 2,347 dengan  $t_{tabel} = 2,008$  karena nilai  $t_{hitung} > t_{tabel}$  atau  $2,347 > 2,008$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya beban kerja berpengaruh signifikan terhadap komitmen organisasi pegawai Perusahaan Daerah Air Minum (PDAM) OKU. kemudian variabel Stres kerja (X2) diperoleh  $t_{hitung} = 11,300$ , dengan  $t_{tabel} = 2,008$  karena nilai  $t_{hitung} > t_{tabel}$  atau  $11,300 > 2,008$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya stres kerja berpengaruh signifikan terhadap komitmen organisasi pegawai Perusahaan Daerah Air Minum (PDAM) OKU. Nilai  $F_{hitung}$  sebesar 123,400 dan  $F_{tabel} 3,18$ . Jadi  $F_{hitung} > F_{tabel}$  atau  $123,400 > 3,18$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima, artinya seluruh variabel X yaitu beban kerja (X1) dan stres kerja (X2) secara bersama-sama berpengaruh signifikan terhadap komitmen organisasi pegawai Perusahaan Daerah Air Minum (PDAM) OKU. Nilai koefisien determinasi (*R Square*) sebesar 0,832 atau 83,2% sumbangan dari Komitmen organisasi pada Perusahaan Daerah Air Minum (PDAM) OKU bisa dijelaskan oleh variabel Beban kerja (X1) dan Stres kerja (X2) sedangkan sisanya sebesar 16,8% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), motivasi kerja, pemberdayaan sumber daya manusia, kepuasan kerja dan lain-lain.

**Kata Kunci: Beban Kerja, Stres Kerja dan Komitmen Orgnisasi**

## **ABSTRACT**

***Inda Permatasari. 2022. The Influence of Workload and Work Stress on Organizational Commitment at OKU Regional Waterwork Company (PDAM). The research was under the guidance of Ervin Mardalena, S.E., M.Si. and Rani Anwar, S.Pd., M.M.***

*This study discussed the influence of workload and work stress on organizational commitment to the Regional Waterwork Company (PDAM) OKU. The data collection technique used in this study was through the distribution of questionnaires. The total population was 53 people. The analytical method used was multiple linear regression. Based on partial hypothesis testing for the workload variable (X1) of 2,347 with  $t_{table} = 2,008$  because the value of  $t_{count} > t_{table}$  or  $2,347 > 2,008$ , the decision  $H_0$  was rejected and  $H_a$  was accepted, meaning that the workload had a significant influence on organizational commitment of the Regional Waterwork Company (PDAM) employees. OKU. Then the work stress variable (X2) was obtained  $t_{count} = 11.300$ , with  $t_{table} = 2.008$  because the value of  $t_{count} > t_{table}$  or  $11.300 > 2.008$ , then the decision  $H_0$  was rejected and  $H_a$  was accepted meaning that work stress had a significant influence on organizational commitment of employees of the Regional Waterwork Company (PDAM) OKU. The value of  $F_{count}$  was 123.400 and  $F_{table}$  was 3.18. So  $F_{count} > F_{table}$  or  $123.400 > 3.18$ , then the decision was  $H_0$  was rejected and  $H_a$  was accepted, meaning that all X variables, namely workload (X1) and work stress (X2) together had a significant influence on organizational commitment of Regional Waterwork Company employees (PDAM) OKU. The value of the coefficient of determination (R Square) of 0.832 or 83.2% contribution from organizational commitment to the Regional Waterwork Company (PDAM) OKU could be explained by the variables of workload (X1) and work stress (X2) while the remaining 16.8% was influenced by variables other than the variables in this study, such as competence (wages or salaries, incentives, rewards and benefits), work motivation, empowerment of human resources, job satisfaction and others.*

***Keywords: Workload, Work Stress and Organizational Commitment***