

ABSTRAK

Penelitian ini dilakukan pada PT Elektrindo Artha Pratama. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh stres kerja dan budaya organisasi terhadap kinerja karyawan di PT Elektrindo Artha Pratama. Jenis penelitian ini digolongkan sebagai penelitian kuantitatif. Populasi dalam penelitian ini adalah 103 karyawan PT Elektrindo Artha Pratama, teknik pengambilan sampel secara *random sampling*, dengan metode *Slovin* dan dihasilkan sebanyak 51 sampel. Data dikumpulkan dengan menyebarkan kuesioner kepada karyawan PT EAP sebagai responden. Teknik analisis data menggunakan bantuan SPSS 25.

Metode penelitian ini menggunakan metode penelitian deskriptif verifikatif dengan pendekatan kuantitatif. Berdasarkan hasil pengolahan data menggunakan SPSS versi 25, diperoleh persamaan regresi linier berganda yaitu $Y = 15,873 + 0,628X_2$ dan hasil uji koefisien determinasi penelitian ini sebesar 0,373 artinya stres kerja dan budaya organisasi memberikan kontribusi pengaruh terhadap kinerja karyawan sebesar 37,3% dan sisanya 62,7% dipengaruhi oleh variabel lain yang tidak diteliti. Pengujian hipotesis memperoleh hasil bahwa dengan taraf signifikan 0,05 berdasarkan Uji T menghasilkan nilai $T_{hitung} > T_{tabel}$, pada variabel stress kerja yaitu $3,571 > 1,675$ dan pada variabel budaya organisasi $5,393 > 1,675$. Sedangkan hasil dari Uji-F memperoleh nilai $F_{hitung} > F_{tabel}$ yaitu $14,250 > 3,190$. Berdasarkan hasil pengujian tersebut artinya H_0 ditolak, maka terdapat pengaruh yang signifikan dari stres kerja dan budaya organisasi terhadap kinerja karyawan di PT. Elektrindo Artha Pratama baik secara simultan maupun parsial. Hasil penelitian membuktikan bahwa Stres Kerja dan Budaya Organisasi berpengaruh signifikan terhadap Kinerja Karyawan.

Kata Kunci : Stres Kerja, Budaya Organisasi, Kinerja Karyawan.

ABSTRACT

This research was conducted at PT Elektrindo Artha Pratama. This study aims to determine how much influence work stress and organizational culture have on employee performance at PT Elektrindo Artha Pratama. This type of research is classified as quantitative research. The population in this study were 103 employees of PT Elektrindo Artha Pratama, the sampling technique was random sampling, with the Slovin method and produced as many as 51 samples. Data were collected by distributing questionnaires to PT EAP employees as respondents. The data analysis technique used the help of SPSS 22.

This research method uses a descriptive verification method with a quantitative approach. Based on the results of data processing using SPSS version 25, multiple linear regression equations were obtained, namely $Y = 15,873 + 0,628X_2$ and the results of the coefficient of determination in this study were 0.373, meaning that work stress and organizational culture contributed to the influence on employee performance of 37.3 % and the remaining 62.7% is influenced by other variables not examined. Hypothesis testing obtained the results that with a significant level of 0.05 based on the T-test resulted in a value of $T_{count} > T_{table}$, the work stress variable was $3.571 > 1.675$ and the organizational culture variable was $5.393 > 1.675$. While the results of the F-Test obtained the value of $F_{count} > F_{table}$, namely $14.250 > 3.190$. Based on the test results, it means that H_0 is rejected, then there is a significant influence of work stress and organizational culture on employee performance at PT. Elektrindo Artha Pratama either simultaneously or partially. The results of the study prove that work stress and organizational culture have a significant effect on employee performance.

Keywords: Job Stress, Organizational Culture, Employee Performance.