

**Pengaruh Lingkungan Kerja dan Stres Kerja terhadap Kinerja karyawan
pada Dinas Kesehatan Kota Bandung
ABSTRAK**

Fenomena yang melatarbelakangi penelitian ini adalah indikasi penurunan kinerja karyawan di Dinas Kesehatan Kota Bandung, terlihat dari keterlambatan penyelesaian tugas, suasana kerja yang kurang nyaman, dan jam kerja berlebihan, yang berpotensi memengaruhi kinerja. Kondisi ini menciptakan tekanan signifikan, terutama mengingat tanggung jawab besar dalam menjaga kesehatan masyarakat di tengah meningkatnya kasus penyakit menular dan masalah kesehatan lainnya. Penelitian ini bertujuan mengetahui pengaruh lingkungan kerja dan stres kerja terhadap kinerja karyawan. Metode penelitian menggunakan metode deskriptif dan verifikatif dengan pendekatan kualitatif dan kuantitatif. Sampel sebanyak 96 karyawan dipilih melalui teknik *probability sampling* dengan pendekatan *simple random sampling*, dimana jumlah sampel ditentukan menggunakan rumus *slovin*. Data dikumpulkan melalui *kuesioner* yang telah diuji validitas dan reliabilitasnya. Hasil penelitian menunjukkan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Stres kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan, lingkungan kerja dan stres kerja terbukti berpengaruh positif dan signifikan terhadap kinerja karyawan. Temuan ini diharapkan menjadi dasar bagi manajemen Dinas Kesehatan Kota Bandung untuk mengevaluasi dan memperbaiki lingkungan kerja serta mengelola stres kerja guna meningkatkan kinerja karyawan, sekaligus memberikan kontribusi teoritis dalam pengembangan ilmu manajemen sumber daya manusia di sektor kesehatan.

Kata Kunci: Kinerja Karyawan, Lingkungan Kerja, Stres Kerja.

***The Influence of Work Environment and Work Stress on Employee
Performance at the Health Office of Bandung City***
ABSTRACT

The phenomenon underlying this research is the indication of declining employee performance at the Bandung City Health Office, evident from delays in task completion, uncomfortable work atmosphere, and excessive working hours, all of which potentially affect performance. This condition creates significant pressure, especially considering the major responsibility in maintaining public health amid increasing cases of infectious diseases and other health issues. This study aims to examine the influence of work environment and work stress on employee performance. The research method employs descriptive and verificative approaches, combining qualitative and quantitative methods. A sample of 96 employees was selected using probability sampling with a simple random sampling approach, where the sample size was determined using the Slovin formula. Data were collected through questionnaires that had been tested for validity and reliability. The results show that the work environment has a positive and significant effect on employee performance. Work stress also has a positive and significant effect on employee performance. Simultaneously, work environment and work stress are proven to have a positive and significant influence on employee performance. These findings are expected to serve as a basis for the management of the Bandung City Health Office to evaluate and improve the work environment as well as manage work stress to enhance employee performance, while also providing theoretical contributions to the development of human resource management knowledge in the health sector.

Keywords: Employee Performance. Work Environment, Work Stress.