

PENGARUH LINGKUNGAN KERJA DAN STRES KERJA TERHADAP KINERJA PEGAWAI PEMERINTAHAN DESA CIMEKAR.

Abstrak

Manajemen sumber daya manusia merupakan aspek penting dalam suatu organisasi, karena keberhasilan instansi sangat ditentukan oleh kualitas kinerja pegawainya. Kinerja pegawai merupakan faktor penting dalam organisasi Pemerintahan Desa karena menentukan kualitas pelayanan publik kepada masyarakat. Di tengah meningkatnya tuntutan pelayanan, Pemerintah Desa Cimekar, Kabupaten Bandung, menghadapi tantangan dalam menjaga kinerja pegawai yang optimal, di mana sumber daya manusia memiliki peran utama. Penelitian ini dilatarbelakangi oleh rendahnya kinerja pegawai akibat lingkungan kerja yang kurang memadai, seperti fasilitas tidak lengkap, ruangan tidak nyaman, dan hubungan kerja yang kurang harmonis, serta tingginya stres kerja yang disebabkan oleh beban kerja berlebih, konflik, dan ketidakjelasan peran, ketidakseimbangan waktu kerja dan kehidupan pribadi, serta kurangnya dukungan dari atasan turut memperburuk kualitas kinerja pegawai. Kondisi tersebut menjadi dasar pentingnya penelitian mengenai pengaruh lingkungan kerja dan stres kerja terhadap kinerja pegawai.

Penelitian ini dilakukan di Pemerintahan Desa Cimekar dengan tujuan untuk mengetahui, mendeskripsikan, serta menganalisis kondisi lingkungan kerja, tingkat stres kerja, dan kinerja pegawai di Pemerintahan Desa Cimekar. Penelitian ini juga bertujuan mengukur seberapa besar pengaruh lingkungan kerja terhadap kinerja pegawai, pengaruh stres kerja terhadap kinerja pegawai, serta pengaruh keduanya secara simultan.

Metode penelitian yang digunakan adalah deskriptif-verifikatif dengan pendekatan kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara dan penyebaran kuesioner dengan skala likert. Populasi penelitian adalah seluruh pegawai Pemerintahan Desa Cimekar yang berjumlah 30 orang, sehingga digunakan metode sensus atau sampling jenuh. Data dianalisis menggunakan uji validitas, reliabilitas, analisis deskriptif, regresi linier berganda, koefisien korelasi, serta koefisien determinasi dengan bantuan program SPSS versi 27. Koefisien determinasi menunjukkan pengaruh sebesar 0,556, yang berarti lingkungan kerja dan stres kerja berpengaruh signifikan terhadap kinerja pegawai 55,6 %, sedangkan 44,4% sisanya dipengaruhi oleh variabel lain yang tidak diteliti. Persamaan regresi linier berganda yang diperoleh adalah $Y = 3,537 + 0,527X_1 - 0,461X_2$. Hasil analisis menunjukkan bahwa lingkungan kerja memiliki pengaruh positif dan signifikan, sementara stres kerja memiliki pengaruh negatif dan signifikan terhadap kinerja pegawai, baik secara parsial maupun simultan. Lingkungan kerja meningkatkan kinerja, sedangkan stres kerja menurunkan kinerja.

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

The Effect of Work Environment and Work Stress on Employee Performance in the Government of Cimekar Village, Bandung Regency

ABSTRACT

Human resource management is an important aspect of an organization, because the success of an agency is largely determined by the quality of its employees' performance. Employee performance is an important factor in village government organizations because it determines the quality of public services provided to the community. Amid increasing demands for services, the Cimekar Village Government in Bandung Regency faces challenges in maintaining optimal employee performance, in which human resources play a major role. This study was motivated by low employee performance due to an inadequate work environment, such as incomplete facilities, uncomfortable rooms, and disharmonious working relationships, as well as high work stress caused by excessive workloads, conflicts, and role ambiguity, imbalance between work and personal life, and lack of support from superiors, which further worsened the quality of employee performance. These conditions form the basis for the importance of research on the influence of the work environment and work stress on employee performance.

This research was conducted in the Cimekar Village Administration with the aim of identifying, describing, and analyzing the working environment, levels of work stress, and employee performance in the Cimekar Village Administration. This research also aimed to measure the extent of the influence of the working environment on employee performance, the influence of work stress on employee performance, and the simultaneous influence of both.

The research method used was descriptive-verify with a quantitative approach. Data collection techniques were carried out through interviews and the distribution of questionnaires using a Likert scale. The research population consisted of all 30 employees of the Cimekar Village Administration, so a census or saturated sampling method was used. The data were analyzed using validity and reliability tests, descriptive analysis, multiple linear regression, correlation coefficients, and determination coefficients with the help of SPSS version 27. The coefficient of determination showed an effect of 0.556, which means that the work environment and work stress significantly affect employee performance by 55.6%, while the remaining 44.4% is influenced by other variables that were not studied. The multiple linear regression equation obtained is $Y = 3.537 + 0.527X_1 - 0.461X_2$. The analysis results show that the work environment has a positive and significant influence, while work stress has a negative and significant influence on employee performance, both partially and simultaneously. The work environment improves performance, while work stress reduces performance.

Keywords: *Work Environment, Work Stress, Employee Performance.*