

ABSTRAK

Kantor desa merupakan unit pemerintahan terendah yang berperan penting dalam penyelenggaraan pelayanan publik, administrasi pemerintahan, serta pembangunan di tingkat desa, seperti Kantor Desa Duwanur, yang terletak di Kabupaten Flores Timur, Provinsi Nusa Tenggara Timur, merupakan salah satu ujung tombak pelayanan publik di tingkat desa.

Penelitian ini dilatar belakangi dengan masih banyaknya pegawai yang mengalami penurunan kepuasan kerja. Tujuan penelitian ini yaitu untuk mengetahui pengaruh beban kerja dan stres kerja terhadap kepuasan kerja pegawai pemerintah di Kantor Desa Duwanur.

Metode yang digunakan dalam penelitian ini yaitu deskriptif verifikatif dengan pendekatan kuantitatif. Penelitian ini menggunakan 23 responden sebagai sampel penelitian dengan teknik sampling jenuh. Analisis data dilakukan melalui uji regresi linear berganda, uji korelasi, serta koefisien determinasi.

Hasil penelitian menunjukkan bahwa beban kerja berpengaruh negatif namun tidak signifikan terhadap kepuasan kerja dengan sumbangan efektif sebesar 9,99%. Stres kerja berpengaruh negatif dan tidak signifikan dengan sumbangan efektif sebesar 5,95%. Secara simultan beban kerja dan stres kerja berpengaruh terhadap kepuasan kerja dengan koefisien determinasi sebesar 15,9%, sedangkan sisanya sebesar 84,1% dipengaruhi oleh faktor lain diluar penelitian ini.

Kata Kunci : Beban Kerja, Stres Kerja, Kepuasan Kerja.

The Effect of Workload and Work Stress on Job Satisfaction of Government Employees at the Duwanur Village Office

ABSTRACT

The village office is the lowest level of government that plays an important role in the provision of public services, government administration, and development at the village level. The Duwanur Village Office, located in East Flores Regency, East Nusa Tenggara Province, is one of the spearheads of public services at the village level.

This study was motivated by the fact that many employees still experience a decline in job satisfaction. The purpose of this study is to determine the effect of workload and work stress on the job satisfaction of government employees at the Duwanur Village Office.

The method used in this study is descriptive verification with a quantitative approach. This study used 23 respondents as research samples with a saturated sampling technique. Data analysis was performed through multiple linear regression tests, correlation tests, and determination coefficients.

The results showed that workload had a negative but insignificant effect on job satisfaction with an effective contribution of 9.99%. Work stress had a negative but insignificant effect with an effective contribution of 5.95%. Simultaneously, workload and work stress affected job satisfaction with a coefficient of determination of 15.9%, while the remaining 84.1% was influenced by other factors outside this study.

Keywords : Workload, Work Stress, Job Satisfaction.