

ABSTRAK

PENGARUH BEBAN KERJA DAN STRES KERJA TERHADAP KEPUASAN KERJA PEGAWAI DI CABANG DINAS PENDIDIKAN WILAYAH VII PROVINSI JAWA BARAT

Cabang Dinas Pendidikan Wilayah VII Provinsi Jawa Barat memiliki peran penting dalam mendukung pelaksanaan layanan pendidikan, sehingga pengelolaan sumber daya manusia perlu diperhatikan. Dalam pelaksanaannya, masih terdapat permasalahan berupa beban pekerjaan yang dirasakan cukup berat, pekerjaan yang menumpuk sehingga menimbulkan perasaan khawatir, serta adanya pegawai yang merasa gaji pokok yang diterima belum sepenuhnya sesuai dengan kompetensi yang dimiliki. Kondisi tersebut menunjukkan adanya permasalahan yang berkaitan dengan beban kerja, stres kerja, dan kepuasan kerja pegawai. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh Beban Kerja (X1) dan Stres Kerja (X2) terhadap Kepuasan Kerja (Y) pegawai di Cabang Dinas Pendidikan Wilayah VII Provinsi Jawa Barat. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik sampling jenuh, sehingga seluruh anggota populasi dijadikan responden sebanyak 33 pegawai. Data dikumpulkan melalui kuesioner dengan skala Likert dan dianalisis menggunakan regresi linear berganda dengan bantuan SPSS. Instrumen penelitian telah melalui uji validitas dan reliabilitas serta pengujian asumsi klasik. Hasil penelitian menunjukkan bahwa Beban Kerja dan Stres Kerja mampu menjelaskan variasi Kepuasan Kerja. Secara parsial, Beban Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Sementara itu, Stres Kerja tidak berpengaruh signifikan terhadap Kepuasan Hasil penelitian diharapkan dapat menjadi bahan pertimbangan instansi dalam mengelola Beban Kerja dan meningkatkan Kepuasan Kerja pegawai.

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

ABSTRACT

THE INFLUENCE OF WORKLOAD AND WORK STRESS ON EMPLOYEE JOB SATISFACTION AT CABANG DINAS PENDIDIKAN WILAYAH VII PROVINSI JAWA BARAT

The Regional Office of Education Region VII of West Java Province plays an important role in supporting the implementation of educational services; therefore, human resource management needs to be given attention. In its implementation, there are still several problems, including workloads perceived as relatively heavy, accumulated tasks that cause feelings of worry, and employees who feel that their basic salary is not fully aligned with their competencies. These conditions indicate problems related to workload, work stress, and employee job satisfaction. This study aims to determine and analyze the effect of Workload (X1) and Work Stress (X2) on Job Satisfaction (Y) of employees at the Regional Office of Education Region VII of West Java Province. This study used a quantitative approach with a saturated sampling technique, in which all members of the population were selected as respondents, totaling 33 employees. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression with the assistance of SPSS. The research instrument was tested for validity and reliability, as well as through classical assumption tests. The results showed that Workload and Work Stress were able to explain the variation in Job Satisfaction. Partially, Workload had a positive and significant effect on Job Satisfaction. Meanwhile, Work Stress did not have a significant effect on Job Satisfaction. The results of this study are expected to serve as a consideration for the institution in managing workload and improving employee Job Satisfaction.

Keywords: *Workload, Work Stress, Job Satisfaction.*