

PENGARUH STRES KERJA TERHADAP KINERJA KARYAWAN PT. TASPEN (PERSERO) KANTOR CABANG YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja terhadap kinerja karyawan pada PT. Taspen (Persero) Kantor Cabang Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif. Pengumpulan data menggunakan kuesioner. Jumlah sampel yang digunakan pada penelitian ini sebanyak 31 responden. Menggunakan analisis dengan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Regresi Linear Sederhana, Pengujian Hipotesis melalui Uji t, Serta Analisis Koefisien Determinasi (R^2), sedangkan pengolahan data menggunakan SPSS 22 *for windows*. Berdasarkan hasil penelitian diperoleh Analisis Regresi Linear Sederhana dengan konstata (29,682) dan nilai koefisien regresi stres kerja (-0,502), $Y=29,682 - 0,502X$. Hasil Uji Hipotesis (Uji t) diperoleh $t_{tabel} 31-2= 29$ sebesar 2,045. $t_{hitung}-3,126 > t_{tabel} 2,025$ dan signifikansi $0,004 < 0,05$, maka Ha diterima. Berdasarkan hasil uji t maka dapat disimpulkan bahwa stres kerja (X) berpengaruh negatif terhadap kinerja karyawan (Y) PT. Taspen Kantor Cabang Yogyakarta. Dari analisis Koefisien Determinasi diperoleh nilai *Adjusted R Square* sebesar 0,226 (22,6%). Hal tersebut berarti bahwa sebesar 22,6% dari variabel kinerja karyawan dipengaruhi oleh variabel stres kerja, sedangkan sisanya 77,4% dipengaruhi oleh variabel lain diluar penelitian ini. Misalnya prestasi kerja, motivasi, dan lingkungan kerja.

Kata Kunci: Pengaruh Stres Kerja, Kinerja Karyawan

EFFECT OF WORK STRESS ON EMPLOYEE PERFORMANCE AT PT. TASPEN (PERSERO) YOGYAKARTA BRANCH OFFICE

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Abstract

This study aims to determine the effect of job stress on employee performance at PT. Taspen (Persero) Yogyakarta Branch Office. This study uses a quantitative approach. Data collection using a questionnaire. The number of samples used in this study were 31 respondents. Using analysis with validity test, reliability test, classical assumption test, simple linear regression analysis, hypothesis testing through t test, and analysis of the coefficient of determination (R^2), while data processing uses SPSS 22 for windows. Based on the research results obtained Simple Linear Regression Analysis with a constant (29.682) and the regression coefficient of work stress (-0.502), $Y = 29.682 - 0.502X$. The results of the Hypothesis Test (t test) obtained t table $31-2 = 29$ of 2.045. $t_{count}-3,126 > t_{table} 2,025$ and a significance of $0.004 < 0.05$, then H_a is accepted. Based on the results of the t test, it can be concluded that job stress (X) has a negative effect on employee performance (Y) PT. Taspen Yogyakarta Branch Office. From the analysis of the coefficient of determination, the value of Adjusted R Square is 0.226 (22.6%). This means that 22.6% of employee performance variables are influenced by work stress variables, while the remaining 77.4% is influenced by other variables outside of this study, for example work performance, motivation, and work environment.

Keywords: Effect Of Work Stress, Employee Performance