

ABSTRAK

Pengaruh Pelatihan Kerja Dan Stres Kerja Terhadap Kinerja Pegawai (Studi Kasus pada Bidang Pengawasan Ketenagakerjaan dan K3 di Dinas Tenaga Kerja dan Transmigrasi DIY)

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Penelitian ini bertujuan untuk mengetahui Pengaruh Pelatihan Kerja dan Stres Kerja Terhadap Kinerja Pegawai di Dinas Tenaga Kerja dan Transmigrasi DIY. Pelatihan kerja adalah kegiatan untuk memberi, memperoleh, meningkatkan, serta mengembangkan kompetensi kerja, produktivitas, disiplin, sikap, dan etos kerja pada tingkat keterampilan dan keahlian tertentu sesuai dengan jenjang dan kualifikasi jabatan atau pekerjaan. Populasi dalam penelitian ini adalah pegawai bidang pengawasan ketenagakerjaan dan K3 Dinas Tenaga Kerja dan Transmigrasi DIY, dan sampel yang diteliti sebanyak 35 responden. Teknik pengumpulan data menggunakan kuesioner dengan menggunakan skala likert. Metode analisa data yang digunakan adalah analisa regresi linier berganda yang diolah dengan bantuan aplikasi program *IBM SPSS Statistics Version 25.0* dengan taraf signifikan 0,05. Pengujian statistik yang digunakan adalah analisis uji validitas, uji realibilitas, uji normalitas, uji multikolinieritas, uji heterokedastisitas, uji regresi linier berganda, uji t, uji f, dan uji koefisien determinasi. Hasil penelitian diperoleh kesimpulan sebagai berikut: Pelatihan Kerja (X_1) mempunyai pengaruh positif dan signifikan terhadap Kinerja Pegawai (Y) yang ditunjukkan dengan nilai $b_1 = 0,615$, nilai $t_{hitung} = 3,147$ dan nilai P value = 0,004. Stres Kerja (X_2) mempunyai pengaruh positif dan signifikan terhadap Kinerja Pegawai (Y) yang ditunjukkan dengan nilai $b_2 = 0,358$, nilai $t_{hitung} = 2,302$ dan nilai P value = 0,028. Pelatihan Kerja (X_1) dan Stres Kerja (X_2) secara simultan mempunyai pengaruh yang positif dan signifikan terhadap Kinerja Pegawai (Y) yang ditunjukkan dengan nilai $F_{hitung} = 12,844$, nilai P value = 0,000, dan nilai $Adjusted R^2 = 0,411$. Ini berarti sebesar 41,1% Kinerja Pegawai (Y) dipengaruhi oleh Pelatihan Kerja (X_1) dan Stres Kerja (X_2), sedangkan 58,9% dipengaruhi oleh faktor lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci: *Pelatihan kerja, Stres Kerja, Kinerja Pegawai.*

ABSTRACT

The Effect of Work Training and Work Stress on Employee Performance (Case Studies in Labor Inspection And Work Safety and Security Sector at The Office of Manpower and Transmigration DIY)

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This study aims to determine the effect of job training and job stress on employee performance in the DIY Manpower and Transmigration Office. Job training is an activity to provide, obtain, improve and develop work competence, productivity, discipline, attitudes and work ethic at a certain skill and expertise level in accordance with the level and qualification of a position or job. The population in this study were employees in the field of labor inspection and Work Safety and Security (K3) of Department of Manpower and Transmigration, DIY, and the samples were 35 respondents. The data collection technique used a questionnaire using a Likert scale. The data analysis method used is multiple linear regression analysis which is processed with the help of the IBM SPSS Statistics Version 25.0 application program with a significant level of 0.05. The statistical test used is the analysis of the validity test, the reliability test, the normality test, the multicollinearity test, the heteroscedasticity test, the multiple linear regression test, the t test, the f test, and the coefficient of determination test. The results obtained the following conclusions: Job Training (X1) has a positive and significant effect on Employee Performance (Y) as indicated by the value of $b_1 = 0.615$, the value of $t_{count} = 3.147$ and the value of P value = 0.004. Job stress (X2) has a positive and significant effect on Employee Performance (Y) as indicated by the value of $b_2 = 0.358$, the value of $t_{count} = 2.302$ and the value of P value = 0.028. Job Training (X1) and Job Stress (X2) simultaneously have a positive and significant effect on Employee Performance (Y) as indicated by the value of $F_{count} = 12.844$, P value = 0.000, and the value of Adjusted $R^2 = 0.411$. This means that 41.1% of Employee Performance (Y) is influenced by Job Training (X1) and Job Stress (X2), while 58.9% is influenced by other factors that are not explained in this study.

Keywords: Job training, Job Stress, Employee Performance.