

ABSTRAK

Pengaruh Stres Kerja dan Motivasi Kerja terhadap Kinerja Pegawai pada Saat Pandemi Covid-19 (Studi pada Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta)

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Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja dan motivasi kerja terhadap kinerja pegawai pada saat Pandemi Covid-19 di Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta secara parsial maupun secara simultan. Penelitian ini termasuk dalam penelitian kuantitatif dengan sumber data, yaitu data primer dan sekunder. Penelitian ini dilakukan dengan metode kuesioner terhadap 35 responden yang merupakan pegawai di Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta, dengan menggunakan teknik *total sampling*. Sementara metode analisis data yang digunakan adalah uji kualitas data, uji asumsi klasik, dan uji hipotesis. Hasil pengujian hipotesis pertama berhasil membuktikan bahwa stres kerja berpengaruh negatif terhadap kinerja pegawai pada saat Pandemi Covid-19 di Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta. Hasil pengujian hipotesis kedua berhasil membuktikan bahwa motivasi kerja berpengaruh positif terhadap kinerja pegawai pada saat Pandemi Covid-19 di Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta. Hasil pengujian hipotesis ketiga berhasil membuktikan secara bersama-sama bahwa stres kerja dan motivasi kerja berpengaruh secara simultan terhadap kinerja pegawai pada saat Pandemi Covid-19 di Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta.

Kata Kunci: Stres Kerja, Motivasi Kerja, Kinerja Pegawai

ABSTRACT

The Effect of Work Stress and Work Motivation on Employee Performance during the Covid-19 Pandemic (Study at the National Unity and Political Agency of the Special Region of Yogyakarta)

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This study aims to determine the effect of work stress and work motivation on employee performance during the Covid-19 Pandemic at the National Unity and Political Agency of the Special Region of Yogyakarta partially or simultaneously. This research is included in quantitative research with data sources, namely primary and secondary data. This research was conducted using a questionnaire method to 35 respondents who are employees of the National Unity and Political Agency of the Special Region of Yogyakarta, using a total sampling technique. Meanwhile, the data analysis method used is data quality test, classical assumption test, and hypothesis testing. The results of testing the first hypothesis have proven that work stress has a negative effect on employee performance during the Covid-19 Pandemic at the National Unity and Political Agency of the Special Region of Yogyakarta. The results of testing the second hypothesis succeeded in proving that work motivation had a positive effect on employee performance during the Covid-19 Pandemic at the National Unity and Political Agency of the Special Region of Yogyakarta. The results of testing the third hypothesis succeeded in proving together that work stress and work motivation had a simultaneous effect on employee performance during the Covid-19 Pandemic at the National Unity and Political Agency of the Special Region of Yogyakarta.

Keywords: Work Stress, Work Motivation, Employee Performance