

ABSTRAK

Arniayati / 2100861201184 / Fakultas Ekonomi / Manajemen Sumber Daya Manusia / 2025 / Pengaruh Stres Kerja, Beban Kerja, Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada PT. Bukit Bintang Sawit (BBS) Muaro Jambi / PEMBIMBING I Dr. H. Saiyid Syekh, S.E.,M.Si DAN PEMBIMBING II Muhammad Amali, S.E.,M.Si

Penelitian ini bertujuan untuk menganalisis pengaruh stres kerja, beban kerja, dan kepuasan kerja terhadap kinerja karyawan pada PT. bukit bintang sawit muaro jambi Data dalam penelitian ini menggunakan data primer. Analisis data yang digunakan yaitu Analisis Statistik Deskriptif dan Analisis Regresi Linier Berganda. Teknik pengambilan sampel dalam penelitian penelitian ini menggunakan metode pengumpulan data melalui kiesioner. Sampel yang diperoleh dan digunakan adalah 136 responden PT. bukit bintang sawit muaro jambi.

Kemudian dilakukan analisis data yang diperoleh dengan menggunakan analisis regresi berganda. Analisis ini mencakup: validitas dan reliabilitas, uji asumsi klasik, analisis regresi berganda, pengujian hipotesis melalui uji t dan F, analisis koefisien korelasi dan analisis koefisien determinasi (R^2). Dari analisis tersebut diperoleh analisis regresi: $Y = 10,888 + 0,035 + 0,399 + 0,175 + e$

Hasil penelitian menunjukkan bahwa stres kerja berpengaruh positif terhadap kinerja karyawan, beban kerja berpengaruh positif terhadap kinerja karyawan, dan kepuasan kerja berpengaruh positif terhadap kinerja karyawan. Hubungan keterikatan setiap variabel cukup tinggi sebesar 72,4 %. Keterbatasan dalam penelitian ini yaitu nilai koefisien determinasi diperoleh sebesar 0,535 yang artinya 53,5% variabel kinerja karyawan dapat dijelaskan oleh variabel beban kerja, stress kerja,dan kepuasan kerja sedangkan sisanya $(100\% - 53,5\%) = 46,5\%$ dijelaskan oleh variabel lain di luar penelitian.

Kata kunci : Beban kerja, stress Kerja, dan Kepuasan Kerja dan Kinerja Karyawan

ABSTRACT

Arniayati / 2100861201184 / Faculty Of Economics / Human Resource Management Management / 2025 / The Influence of Job Stress, Workload, and Job Satisfaction on Employee Performance at PT. Bukit Bintang Sawit (BBS) Muaro Jambi / SUPERVISOR I Dr. H. Saiyid Syekh, S.E.,M.Si AND SUPERVISOR II Muhammad Amali, S.E.,M.Si

This research aims to analyze the influence of work stress, workload and job satisfaction on employee performance at PT. Bukit Bintang Palm Muaro Jambi Data in this study uses primary data. The data analysis used is Descriptive Statistical Analysis and Multiple Linear Regression Analysis. The sampling technique in this research uses data collection methods through questionnaires. The sample obtained and used was 136 PT respondents Bukit Bintang Palm Muaro Jambi.

Then the data obtained was analyzed using multiple regression analysis. This analysis includes: validity and reliability, classical assumption testing, multiple regression analysis, hypothesis testing via t and F tests, correlation coefficient analysis and analysis of the coefficient of determination (R^2). From this analysis, the regression analysis is obtained: $Y = 10.888 + 0.035 + 0.399 + 0.175 + e$

The research results show that work stress has a positive effect on employee performance, workload has a positive effect on employee performance, and job satisfaction has a positive effect on employee performance. The relationship between each variable is quite high at 72.4%. The limitation of this research is that the coefficient of determination value obtained was 0.535, which means that 53.5% of employee performance variables can be explained by workload, work stress and job satisfaction variables while the remainder ($100\% - 53.5\% = 46.5\%$) is explained by other variables outside the research.

Keywords: Workload, work stress, and job satisfaction and employer performance