

ABSTRAK

M.Prayoga Budi S, 210211100255."Pengaruh Stres Kerja Dan Komitmen Pegawai Terhadap Kinerja Pegawai Di PT. KAI DAOP 8 Surabaya" Di bawah bimbingan Dr. Hj. Iriani Ismail, Dra., M.M, CRA,CHRA, CIPM

Penelitian ini bertujuan untuk mengevaluasi pengaruh stres kerja dan komitmen pegawai terhadap kinerja karyawan di PT. KAI DAOP 08 Surabaya. Penelitian ini menggunakan pendekatan kuantitatif dengan metode pengambilan sampel random sampling atau acak, penentuan sample menggunakan metode terhitung Slovin jumlah sampel di dapat 64 responden dari populasi 180 orang pegawai PT. KAI DAOP 08 Surabaya. Instrumen penelitian berupa kuesioner skala Likert yang telah diuji validitas dan reliabilitasnya. Pengolahan data menggunakan analisis regresi linier berganda dengan bantuan SPSS versi 22. Hasil penelitian menunjukkan bahwa stres kerja berpengaruh positif dan signifikan terhadap kinerja pegawai yang di tunjukkan hasil t stres kerja sebesar 0.223, Komitmen juga berpengaruh positif dan signifikan terhadap kinerja pegawai yang di tunjukan nilai t komitmen sebesar 0.659. Nilai signifikansi 0.040 untuk variabel X1 dan X2 signifikansi 0.001, hasil uji F menghasilkan nilai signifikansi 0,002 dengan F hitung sebesar 16.235. hasil uji f tersebut menunjukkan bahwa stres kerja dan komitmen secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai. Nilai koefisien determinasi (R^2) sebesar 0.772 mengindikasikan bahwa manajemen stres kerja dan komitmen pada perusahaan ini sudah mengakomodasi sebesar 77,2% sehingga tercapainya kinerja pegawai yang optimal.

Kata kunci: *Sters Kerja, Komitmen, Kinerja*

ABSTACK

M. Prayoga Budi S, 210211100255. "The Influence of Work Stress and Employee Commitment on Employee Performance at PT. KAI DAOP 8 Surabaya" Under the supervision of Dr. Hj. Iriani Ismail, Dra., M.M, CRA, CHRA, CIPM

This study aims to evaluate the influence of work stress and employee commitment on employee performance at PT. KAI DAOP 08 Surabaya. This study uses a quantitative approach with a random sampling method, the determination of samples using the Slovin calculated method the number of samples in 64 respondents from a population of 180 employees of PT. KAI DAOP 08 Surabaya. The research instrument is in the form of a Likert scale questionnaire that has been tested for validity and reliability. Data processing uses multiple linear regression analysis with the help of SPSS version 22. The results of the study show that work stress has a positive and significant effect on employee performance which is shown by the result of work stress of 0.223, Commitment also has a positive and significant effect on employee performance shown by the commitment t value of 0.659. The significance value is 0.040 for variables X1 and X2 is 0.001, the results of the F test produce a significance value of 0.002 with F calculated as 16.235. The results of the F test show that work stress and commitment simultaneously have a positive and significant effect on employee performance. The value of the determination coefficient (R^2) of 0.772 indicates that the management of work stress and commitment in this company has accommodated 77.2% so that optimal employee performance is achieved.

Keywords: *Work Stress, Commitment, Performance.*

