

**PENGARUH KEPUASAN DAN STRESS TERHADAP KINERJA
(STUDI PADA KARYAWAN PT. ADIRA DINAMIKA MULTI FINANCE TBK
BANGKALAN)**

Oleh:

Muhammad Maulal Fawwasy

170211100099

ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) Untuk mengetahui kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT Adira Dinamika Multi Finance Tbk Bangkalan. (2) Untuk mengetahui stress kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan PT Adira Dinamika Multi Finance Tbk Bangkalan. (3) Untuk mengetahui kepuasan dan stress kerja berpengaruh simultan terhadap kinerja karyawan PT Adira Dinamika Multi Finance Tbk Bangkalan. (4) Untuk mengetahui Diantara kedua variabel kepuasan kerja dan stress kerja manakah yang berpengaruh dominan terhadap kinerja karyawan PT Adira Dinamika Multi Finance Tbk Bangkalan. Subjek penelitian ini adalah karyawan PT Adira Dinamika Multi Finance Tbk Bangkalan. Penelitian ini bersifat populatif dengan jumlah responden sebanyak 55 orang. Metode pengumpulan data melalui survei dengan menggunakan kuesioner. Teknik analisis data analisis regresi linear berganda. Hasil ini menunjukkan bahwa (1)Kepuasan Kerja karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t_{hitung} variabel kepuasan kerja diatas sebesar 7,254 dengan tingkat signifikan $0,000 < 0,05$. (2)Stress Kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan dengan nilai t_{hitung} variabel kepuasan kerja diatas sebesar -7,596 dengan tingkat signifikan $0,000 < 0,05$.

Kata Kunci: Kepuasan, Stress, Kinerja

**EFFECT OF SATISFACTION AND STRESS ON PERFORMANCE
(STUDY ON EMPLOYEES OF PT. ADIRA DINAMIKA MULTI FINANCE TBK
BANGKALAN)**

By:
Muhammad Maulal Fawwasy
170211100099

ABSTRACT

Human resources are one of the important organs that support the company, for achieving the vision, mission and goals. This study discusses the problems at PT Adira Dinamika Multi Finance Bangkalan. The purposes are: (1) To determine whether the satisfaction has a positive and significant effect on employees performance at PT Adira Dinamika Multi Finance Tbk Bangkalan; (2) To determine whether the stress has a negative and significant effect on the employees performance at PT Adira Dinamika Multi Finance Tbk Bangkalan; (3) To determine whether the satisfaction and stress have an effect on the employees performance simultaneously at PT Adira Dinamika Multi Finance Tbk Bangkalan; (4) To determine which of the two variables (satisfaction and stress) is the dominant effect on the employees performance at PT Adira Dinamika Multi Finance Tbk Bangkalan. It's provided by 55 respondents, and used questionnaires in collecting data. Using the multiple linear regression analysis, the results showed that: (1) Satisfaction has a positive and significant effect on employees performance with the $t_{count} > 7,254$, and the significant level is $0,000 < 0.05$; (2) Stress has a negative and significant effect on employees performance with the $t_{count} > -7.596$, and the significant level is $0.000 < 0.05$; (3) Satisfaction and stress have effect on employees performance simultaneously. It is known that F_{count} is $169.030 > F_{table}$ is 3.17 , the significant level is $0.000 < \alpha = 0.05$; (4) Satisfaction is the dominant variable that effect on employees performance dominantly, with the t_{count} is $7,254$ and the significant level is $0,000 < 0.05$.

Keywords: Satisfaction, Stress, Employees Performance