

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan stres kerja terhadap kinerja karyawan *sandwich generation* di PT. Charoen Pokphand Indonesia - Berbek, baik secara parsial maupun simultan. Penelitian ini menggunakan metode pendekatan kuantitatif eksplanatori yang dianalisis melalui regresi linear berganda. Penelitian ini menggunakan pendekatan kuantitatif eksplanatori dengan populasi seluruh karyawan PT. Charoen Pokphand Indonesia - Berbek berjumlah 120 orang. Sampel penelitian sebanyak 30 responden ditentukan melalui teknik *purposive sampling* berdasarkan kriteria. Data dikumpulkan melalui kuesioner berskala Likert dan dianalisis menggunakan regresi linear berganda. Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai t hitung $4,436 > t$ tabel $1,703$ dan signifikansi $0,000$. Stres kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai t hitung $3,195 > t$ tabel $1,703$ dan signifikansi $0,004$. Secara simultan, kedua variabel berpengaruh signifikan terhadap kinerja karyawan dengan nilai F hitung $41,321 > F$ tabel $3,35$ dan signifikansi $0,000$, serta nilai koefisien determinasi sebesar $0,754$ berarti kedua variabel tersebut mampu menjelaskan $75,4\%$ variable kinerja karyawan, sedangkan $24,6\%$ sisanya dipengaruhi oleh variabel lain di luar penelitian ini. Dengan demikian, dapat disimpulkan bahwa budaya organisasi yang baik dan stres kerja pada tingkat yang masih dapat dikelola sama-sama berkontribusi meningkatkan kinerja karyawan *sandwich generation*.

Kata kunci: Budaya Organisasi, Stress Kerja, Kinerja Karyawan, *Sandwich Generation*

ABSTRACT

This study aims to find out the effect of organizational culture and work stress on the performance of sandwich generation employees at PT. Charoen Pokphand Indonesia - Berbek, both partially and simultaneously. The study uses an explanatory quantitative approach analyzed through multiple linear regression. This research uses an explanatory quantitative approach with a population of all PT. Charoen Pokphand Indonesia - Berbek employees, totaling 120 people. The research sample consisted of 30 respondents determined through purposive sampling based on criteria. Data was collected through a Likert-scale questionnaire and analyzed using multiple linear regression. The results show that organizational culture has a positive and significant effect on employee performance, with a t-value of $4.436 > t\text{-table } 1.703$ and a significance of 0.000. Work stress also has a positive and significant effect on employee performance, with a calculated t value of $3.195 > t\text{ table } 1.703$ and significance of 0.004. Simultaneously, both variables significantly affect employee performance with an F calculated value of $41.321 > F\text{ table } 3.35$ and significance of 0.000, and a determination coefficient of 0.754, which means these two variables can explain 75.4% of employee performance, while the remaining 24.6% is influenced by other variables outside this study. Therefore, it can be concluded that a good organizational culture and work stress at a manageable level both contribute to improving the performance of sandwich generation employees.

Keywords: Organizational Culture, Work Stress, Employee Performance, Sandwich Generation