

ABSTRAK

Zulfikar Akbar, Pengaruh Budaya Organisasi Berorientasi Hasil dan Motivasi Kerja terhadap Stres Kerja dengan Kepemimpinan Transaksional sebagai Variabel Moderasi pada PT Adira Dinamika Multi Finance Tbk di Indonesia. Organisasi pembiayaan menerapkan target dan evaluasi kinerja yang dapat memengaruhi kondisi psikologis karyawan. Permasalahan penelitian ini berkaitan dengan pengaruh Budaya Organisasi Berorientasi Hasil dan Motivasi Kerja terhadap Stres Kerja serta peran Kepemimpinan Transaksional dalam memoderasi kedua pengaruh tersebut pada karyawan Graha Adira Jawa Timur PT Adira Dinamika Multi Finance Tbk.

Penelitian ini bertujuan menganalisis pengaruh Budaya Organisasi Berorientasi Hasil dan Motivasi Kerja terhadap Stres Kerja serta menguji peran Kepemimpinan Transaksional sebagai variabel moderasi. Penelitian menggunakan pendekatan kuantitatif eksplanatori. Populasi penelitian terdiri atas 172 karyawan dan seluruh anggota populasi digunakan sebagai sampel melalui teknik *non-probability sampling* dengan metode sampling jenuh. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM-PLS) melalui SmartPLS. Hasil penelitian menunjukkan bahwa Budaya Organisasi Berorientasi Hasil berpengaruh negatif dan signifikan terhadap Stres Kerja, berbeda dari dugaan awal yang memprediksi pengaruh positif. Motivasi Kerja berpengaruh positif dan signifikan terhadap Stres Kerja. Kepemimpinan Transaksional tidak terbukti memoderasi pengaruh Budaya Organisasi Berorientasi Hasil terhadap Stres Kerja, tetapi terbukti memperkuat pengaruh positif Motivasi Kerja terhadap Stres Kerja secara signifikan. Nilai *R-square* sebesar 0,730 menunjukkan bahwa seluruh variabel dalam model mampu menjelaskan 73,0% variasi Stres Kerja, sedangkan 27,0% sisanya dijelaskan oleh faktor lain di luar model penelitian. Hasil penelitian mengimplikasikan bahwa perusahaan perlu mempertahankan Budaya Organisasi Berorientasi Hasil melalui target yang jelas, arahan kerja, koordinasi, dan pengakuan atas pencapaian. Motivasi berbasis target perlu diimbangi dengan dukungan kerja serta pembagian beban yang proporsional. Sistem imbalan, pemantauan, dan evaluasi juga perlu diterapkan secara seimbang agar Kepemimpinan Transaksional tidak memperbesar tekanan psikologis pada karyawan yang memiliki Motivasi Kerja tinggi.

Kata kunci: budaya organisasi berorientasi hasil, motivasi kerja, stres kerja, kepemimpinan transaksional.

ABSTRACT

Zulfikar Akbar, The Influence of Result-Oriented Organizational Culture and Work Motivation on Job Stress, with Transactional Leadership as a Moderating Variable, at PT Adira Dinamika Multi Finance Tbk in Indonesia. Financing organizations implement performance targets and evaluations that can affect employees' psychological well-being. This study addresses the influence of Result-Oriented Organizational Culture and Work Motivation on Job Stress, as well as the role of Transactional Leadership in moderating these influences among employees at the Graha Adira East Java branch of PT Adira Dinamika Multi Finance Tbk.

This study aims to analyze the impact of Result-Oriented Organizational Culture and Work Motivation on Job Stress and to examine the role of Transactional Leadership as a moderating variable. An explanatory quantitative approach was employed. The study population consisted of 172 employees, all of whom were included in the sample using a non-probability sampling technique known as saturated sampling. Data were collected via Likert-scale questionnaires and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) via SmartPLS. The results indicate that Result-Oriented Organizational Culture has a significant negative effect on Job Stress contrary to the initial prediction of a positive effect. Work Motivation has a significant positive effect on Job Stress. Transactional Leadership was not found to moderate the effect of Result-Oriented Organizational Culture on Job Stress; however, it was proven to significantly strengthen the positive effect of Work Motivation on Job Stress. An R-square value of 0.730 indicates that the variables in the model explain 73.0% of the variation in Job Stress, while the remaining 27.0% is explained by factors outside the research model. The findings imply that the company needs to maintain a Result-Oriented Organizational Culture through clear targets, work direction, coordination, and recognition of achievements. Target-based motivation needs to be balanced with work support and a proportional distribution of workloads. Reward, monitoring, and evaluation systems also need to be implemented in a balanced manner so that transactional leadership does not exacerbate psychological pressure on employees with high work motivation.

Keywords: *result-oriented organizational culture, work motivation, work stress, transactional leadership.*