

ABSTRAK

Tujuan penelitian ini untuk mengetahui, menganalisis, serta menjelaskan: (1) Beban kerja, stress kerja dan kinerja pegawai Sekretariat Daerah Kabupaten Karawang; (2) hubungan beban kerja dan stress kerja pegawai Sekretariat Daerah Kabupaten Karawang; (3) pengaruh parsial beban kerja dan stress kerja terhadap kinerja pegawai Sekretariat Daerah Kabupaten; (4) Pengaruh parsial stress kerja terhadap kinerja pegawai Sekretariat Daerah Kabupaten Karawang; (5) Pengaruh simultan beban kerja dan stres kerja terhadap kinerja pegawai Sekretariat Daerah Kabupaten Karawang. Penelitian dilakukan dengan menggunakan metode deskriptif verifikatif. Sampel yang diambil berdasarkan teknik *simple random sampling* berjumlah 98 orang. Berdasarkan hasil analisis deskriptif, beban berada pada kriteria tinggi dan stress berada pada kriteria tidak tinggi, sedangkan kinerja baik. Berdasarkan hasil analisis verifikatif, diketahui terdapat hubungan yang kuat dan positif antara beban kerja dan stress kerja. Terdapat pengaruh parsial beban kerja terhadap kinerja baik secara langsung maupun tidak langsung dengan total pengaruh sebesar 17,16%. Terdapat pengaruh parsial stress kerja terhadap kinerja baik secara langsung maupun tidak langsung dengan total pengaruh sebesar 26,33%. Dari hasil analisis juga dapat dibuktikan bahwa terdapat pengaruh simultan beban kerja dan stres kerja terhadap kinerja sebesar 43,4 % sedangkan sisanya sebesar 56,6 % dipengaruhi variabel lain yang tidak diteliti.

Kata kunci: beban kerja; stress kerja; kinerja pegawai.

ABSTRACT

The purpose of this study was to find out, analyze, and explain: (1) workload, work stress and employee performance at the Regional Secretariat of Karawang Regency; (2) the relationship between workload and work stress of employees of the Regional Secretariat of Karawang Regency; (3) the partial effect of workload and work stress on the performance of employees of the District Secretariat; (4) The partial effect of work stress on the performance of employees of the Regional Secretariat of Karawang Regency; (5) The simultaneous effect of workload and work stress on the performance of employees of the Regional Secretariat of Karawang Regency. The research was conducted using a descriptive verification method. Samples taken based on simple random sampling technique amounted to 98 people. Based on the results of the descriptive analysis, the load and stress are in the high criteria, while the performance is good. Based on the results of the verification analysis, it is known that there is a strong and positive relationship between workload and work stress. There is a partial effect of workload on performance both directly and indirectly with a total effect of 17,16%. There is a partial effect of work stress on performance both directly and indirectly with a total effect of 26.33%. From the results of the analysis it can also be proven that there is a simultaneous influence of workload and work stress on performance of 43.4% while the remaining 56,6% is influenced by other variables not examined.

Keywords: workload; work stress; employee performance.

