

ABSTRAK

PENGARUH KOMITMEN ORGANISASI DAN STRESS KERJA TERHADAP KINERJA KARYAWAN BAGIAN PENGAMANAN PERUSAHAAN DI PT KOPETRI CITRA ABADI

Harry Suyanto
Universitas Buana Perjuangan
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Penelitian ini untuk mengetahui pengaruh komitmen organisasi terhadap kinerja karyawan bagian pengamanan perusahaan PT. Kopetri Citra Abadi 2) pengaruh stress kerja terhadap kinerja karyawan Bagian pengamanan perusahaan PT. Kopetri Citra Abadi 3) pengaruh komitmen organisasi dan stress kerja terhadap kinerja karyawan bagian pengamanan perusahaan PT. kopetri citra abadi.

Metode penelitian ini menggunakan kuantitatif dengan teknik pengumpulan data dengan kuesioner, sampel pada penelitian ini adalah 66 orang karyawan bagian pengamanan perusahaan PT. kopetri citra abadi dengan menggunakan sampling probability analisis data yang digunakan adalah path analysis, selanjutnya dilihat berapa pengaruh komitmen organisasi dan stress kerja terhadap kinerja karyawan sehingga dapat dijelaskan bahwa komitmen organisasi dan stress kerja berpengaruh secara bersama – sama terhadap kinerja karyawan dengan nilai koefisien determinasi 42,1% dan dipengaruhi variabel bebas yang digunakan dalam penelitian ini, sisanya 57,9% dipengaruhi variabel lain.

Hasil penelitian ini menyimpulkan bahwa komitmen organisasi dan stress kerja melalui uji parsial mempunyai pengaruh signifikan terhadap kinerja karyawan, sementara itu melalui uji simultan didapat bahwa komitmen organisasi dan stress kerja berpengaruh bersama – sama terhadap kinerja karyawan bagian pengamanan perusahaan di PT. kopetri citra abadi. Hasil penelitian ini dapat disimpulkan bahwa komitmen organisasi dan stress kerja adalah hal yang perlu di perhatikan untuk meningkatkan kinerja karyawan demi terwujudnya tujuan perusahaan.

Kata Kunci : **komitmen organisasi, stress kerja, dan kinerja karyawan**

ABSTRACT

The influence of organizational commitment and work stress on the performance of employees in the security division of PT. Kopetri citra abadi

Harry Suyanto
Universitas Buana Perjuangan
Karawang Agustus 2019

This study was to determine the effect of organizational commitment on the performance of employees of the corporate security section of PT. Kopetri Citra Abadi 2) the effect of work stress on employee performance The corporate security section of PT. Kopetri Citra Abadi 3) the effect of organizational commitment and work stress on the performance of employees of the corporate security section of PT. Kopetri Citra Abadi.

This research method uses quantitative with data collection techniques with questionnaires, the sample in this study was 66 employees of the corporate security section of PT. Kopetri Citra Abadi by using probability sampling The data analysis used is path analysis, then it is seen how much influence organizational commitment and work stress has on employee performance so that it can be explained that organizational commitment and work stress together affect employee performance with a coefficient of determination 42, 1% and influenced by the independent variables used in this study, the remaining 57,9% were influenced by other variables.

The results of this study conclude that organizational commitment and work stress through parsial test have a significant effect on employee performance, while through simultaneous testing it is found that organizational commitment and work stress have a joint effect on the performance of employees as part of corporate security at PT. Kopetri Citra Abadi. The results of this study can be concluded that organizational commitment and work stress are things that need to be considered to improve employee performance in order to realize company goals.

Keywords: *organizational commitment, work stress, and employee performance*