

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh antara stres kerja dan masa kerja terhadap komitmen organisasi karyawan produksi pada salah satu perusahaan manufaktur di KIIC. Hipotesis pertama penelitian ini menunjukkan ada pengaruh antara stres kerja terhadap komitmen organisasi, sedangkan hipotesis kedua menunjukkan tidak ada pengaruh antara masa kerja terhadap komitmen organisasi. Subyek penelitian ini adalah karyawan produksi pada salah satu perusahaan manufaktur di KIIC yang berjumlah 160 orang. Skala komitmen organisasi untuk pengambilan data terdiri dari 36 aitem dan skala stres kerja terdiri dari 30 aitem.

Uji validitas menggunakan korelasi *product moment*, uji realibilitas *Alpha Cronbach*, uji hipotesis menggunakan analisis regresi sederhana dan chi kuadrat. Hasil penelitian menemukan bahwa: (1) Stres kerja berpengaruh negatif terhadap komitmen organisasi karyawan produksi pada salah satu perusahaan manufaktur di KIIC sebesar $-0,610$ ($p < 0,05$; $0,00 < 0,05$) serta nilai F hitung sebesar $89,710$ dengan asumsi $F_{hitung} < F_{tabel}$ ($F_{tabel} = 3,90$) yang artinya H_0 ditolak dan H_{a1} diterima. (2) Masa kerja tidak berpengaruh secara signifikan terhadap komitmen organisasi karyawan produksi pada salah satu perusahaan manufaktur di KIIC dengan nilai *chi square* hitung $0,753$ serta nilai *asymtotic sig.* sebesar $0,686$ dengan asumsi *chi square* hitung $>$ *chi square* tabel ($5,991$) atau *asymtotic sig.* $< 0,05$ yang artinya H_0 diterima dan H_{a2} ditolak.

Kata Kunci: Stres Kerja, Masa Kerja, Komitmen Organisasi, Karyawan Produksi

ABSTRACT

This study aims to determine the influence of work stress and work period on organizational commitment of production employees in one of the manufacturing in KIIC. The first hypothesis of this study showed that there was an influence between work stress on organizational commitment, while the second hypothesis showed that there was no influence between work period on organizational commitment. The subjects of this research are production employees in one of the manufacturing in KIIC, totaling are 160 people. The organizational commitment scale for data retrieval consists of 36 items and the work stress scale consists of 30 items.

Validity test uses product moment correlation, Alpha Croncbach reliability test, hypothesis testing uses simple regression analysis and chi squared. The results of the study found that: (1) Work stress has a negative influence on organizational commitment of production employees in one of the manufacturing in KIIC of -0.610 ($p < 0.05$; $0.00 < 0.05$) and value F_{count} of 89,710 with assumption $F_{count} < F_{table}$ ($F_{table} = 3,90$) which means that H_01 is rejected and H_{a1} is accepted. (2) The work period does not significantly influence the organizational commitment of production employees in one of the manufacturing in KIIC with the calculated chi square value of 0.753 and the asymptotic sig. of 0.686 assuming the calculated chi square $>$ chi square table (5.991) or asymptotic sig. < 0.05 which means that H_02 is accepted and H_{a2} is rejected.

KARAWANG

Keywords: Work Stress, Work Period, Organizational Commitment, Production Employees