

ABSTRAK

Rada, 2022: Pelatihan Kerja, Stres Kerja, Insentif Finansial dan Insentif Non Finansial Terhadap Kinerja Karyawan pada PT TelekomunikasiIndonesia Datel Tanjungpinang.

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Penelitian ini bertujuan untuk mengetahui pengaruh Pelatihan Kerja, Stres Kerja, Insentif Finansial dan Insentif Non Finansial terhadap Kinerja Karyawan pada PT Telekomunikasi Indonesia Datel Tanjungpinang. Populasi dalam penelitian ini berjumlah 38 karyawan yang difokuskan pada bagian kantor PT Telkom Datel Tanjungpinang. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 38 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan *test* validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Pelatihan Kerja (X1) berpengaruh signifikan terhadap Kinerja Karyawan. Variabel Stres Kerja (X2), Insentif Finansial (X3) dan Insentif Non Finansial (X4) secara parsial tidak berpengaruh signifikan terhadap Kinerja Karyawan. Hasil uji F diperoleh nilai F hitung 13.584 dengan nilai F tabel 2.66 mengidentifikasi bahwa variabel pelatihan kerja, stres kerja, insentif finansial dan insentif non finansial secara simultan berpengaruh signifikan terhadap variabel kinerja karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 58% variabel kinerja karyawan dipengaruhi oleh pelatihan kerja, stres kerja, insentif finansial dan insentif non finansial. Sisanya 42% dipengaruhi oleh faktor lainnya yang tidak dijelaskan didalam penelitian ini.

Kata Kunci: Pelatihan Kerja, Stres Kerja, Insentif Finansial, Insentif Non Finansial dan Kinerja Karyawan

ABSTRACT

Rada, 2022: Job Training, Job Stress, Financial Incentives and Incentives Non-Financial Against Employee Performance at PT Telekomunikasi Indonesia Datel Tanjungpinang.

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This study aims to determine the effect of Job Training, Job Stress, Financial Incentives and Non-Financial Incentives on Employee Performance at PT Telekomunikasi Indonesia Datel Tanjungpinang. The population in this study amounted to 38 employees who were focused on the office of PT Telkom Datel Tanjungpinang. Sampling with the saturated technique, the number of samples as many as 38 employees. This type of research is quantitative research. The questionnaire was tested for validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test and coefficient of determination. The results showed that partially the Job Training variable (X1) had a significant effect on employee performance. Work Stress Variables (X2), Financial Incentives (X3) and Non-Financial Incentives (X4) partially have no significant effect on Employee Performance. The results of the F test obtained that the calculated F value is 13,584 with an F table value of 2.66, which indicates that the variables of job training, job stress, financial incentives and non-financial incentives simultaneously have a significant effect on the employee performance variable (Y). Based on the coefficient of determination test, about 58% of employee performance variables are influenced by job training, job stress, financial incentives and non-financial incentives. The remaining 42% is influenced by other factors not described in this study.

Keywords: Job Training, Job Stress, Financial Incentives, Non-Financial Incentives and Employee Performance