

## ABSTRAK

Margaretha Napitupulu, 2022 : Dampak Disiplin Kerja, Profesionalisme dan Stres Kerja Terhadap Kinerja Pegawai di Era *Work From Home* (WFH) (Studi Kasus Badan Pusat Statistik Provinsi Kepulauan Riau) Tim Promotor: Dodi Dermawan. S.E., M.Ec. dan Drs. Muhammad Idris DM., M.M., M.Si.

Penelitian ini bertujuan untuk menjelaskan Disiplin Kerja, Profesionalisme dan Stres Kerja Terhadap Kinerja Pegawai di Era *Work From Home* (WFH) (Studi Kasus Badan Pusat Statistik Provinsi Kepulauan Riau). Populasi di dalam penelitian ini adalah 50 orang pegawai di Badan Pusat Statistik Provinsi Kepulauan Riau. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 50 pegawai. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas. Data analisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Disiplin Kerja (X<sub>1</sub>), Profesionalisme (X<sub>2</sub>), dan Stres Kerja (X<sub>3</sub>) berpengaruh signifikan terhadap Kinerja Pegawai (Y) di Era *Work From Home* (WFH). Hasil uji F diperoleh nilai  $F_{hitung}$  28,183 dengan nilai  $F_{tabel}$  2,807 mengidentifikasi bahwa variabel Disiplin Kerja, Profesionalisme dan Stres Kerja secara simultan berpengaruh signifikan terhadap variabel Kinerja Pegawai (Y) di Era *Work From Home* (WFH). Berdasarkan uji koefisien determinasi, sekitar 62,5% variabel Kinerja Pegawai di Era *Work From Home* (WFH) dipengaruhi oleh variabel Disiplin Kerja, Profesionalisme dan Stres Kerja. Sisanya 37,5% dipengaruhi oleh faktor lainnya yang dijelaskan dalam penelitian ini.

**Kunci** : Disiplin Kerja, Profesionalisme dan Stres Kerja Terhadap Kinerja Pegawai di Era *Work From Home* (WFH).

## **ABSTRACT**

*Margaretha Napitupulu, 2022 : The impact of work Discipline, Professionalism and work stress on Employee Performance in the Work From Home (WFH) Era (Case Study of the Central Statistics Agency of Riau Islands Province) Promoter Team: Dodi Dermawan. SE., M.Ec. and Drs. Muhammad Idris DM, M.M., M.Si.*

*This study aims to explain Work Discipline, Professionalism and Work Stress on Employee Performance in the Work From Home (WFH) Era (Case Study of the Central Statistics Agency of Riau Islands Province). The population in this study were 50 employees at the Central Bureau of Statistics of the Riau Islands Province. Sampling with the saturated technique, the number of samples as many as 50 employees. This type of research is quantitative research. In the questionnaire, validity and reliability tests were carried out. Data analysis using multiple linear regression analysis, including  $t$  test,  $F$  test and coefficient of determination. The results showed that partially the variables of Work Discipline ( $X_1$ ), Professionalism ( $X_2$ ), and Work Stress ( $X_3$ ) had a significant effect on Employee Performance ( $Y$ ) in the Work From Home (WFH) Era. The results of the  $F$  test obtained that the  $F_{count}$  value of 28,183 with the value of  $F_{table}$  2,807 identifies that the variables of Work Discipline, Professionalism and Work Stress simultaneously have a significant effect on the Employee Performance variable ( $Y$ ) in the Work From Home (WFH) Era. Based on the coefficient of determination test, about 62.5% of the Employee Performance variables in the Work From Home Era (WFH) are influenced by the variables of Work Discipline, Professionalism and Work Stress. The remaining 37.5% is influenced by other factors described in this study.*

*Key : Work Discipline, Professionalism and Work Stress on Employee Performance in the Work From Home (WFH) Era.*