

ABSTRAK

Elda rahayu, 2023 : Konflik, stress kerja dan komitmen terhadap kinerja karyawan.

Tim Promotor : Dr. Dodi dermawan, S.E., M.Ec dan Drs. H. Muhammad Idris, DM., MM., M.Si.

Penelitian ini bertujuan untuk menjelaskan Konflik, Stress kerja dan komitmen terhadap kinerja karyawan. Populasi yang terdapat di dalam penelitian ini adalah sebanyak 35 orang karyawan padad Bank KB Bukopin KC Tanjungpinang. Pengambilan sampel dengan teknik jenuh, maka jumlah sample sebanyak 35 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji f dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Konflik (X1), Stress kerja (X2) dan Komitmen (X3) berpengaruh signifikan terhadap kinerja karyawan (Y). Hasil uji F diperoleh nilai F hitung 13.040 dengan nilai F tabel 2.91 mengidentifikasi bahwa variabel Konflik, Stress kerja dan Komitmen secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 55,8% variabel Kinerja Karyawan dipengaruhi oleh variabel Konflik, Stress kerja dan Komitmen. Sisanya 44,2% dipengaruhi oleh faktor lainnya yang tidak dijelaskan dalam penelitian ini.

Kata kunci : Konflik, Stress kerja, Komitmen dan kinerja karyawan.

ABSTRACT

Elda Rahayu, 2023 : Conflict, Work Stress and Commitment Against Employee Performance

Promotor Team : Dr. Dodi Dermawan, S.E., M.Ec dan Drs. H. Muhammad Idris, DM., MM., M.Si.

This study aims to explain conflict, work stress and commitment to employee performance. The population in this study were 35 employees at Bank KB Bukopin KC Tanjungpinang. Sampling with saturation technique, the total sample of 35 employees. This type of research is quantitative research. The questionnaire tested the 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 variables Conflict (X1), Work Stress (X2) and Commitment (X3) have a significant effect on employee performance (Y). The results of the F test obtained an F count value of 13,040 with an F table value of 2.91 identifying that the variable is Conflict. Work stress and commitment simultaneously have a significant effect on employee performance (Y). Based on the test of the coefficient of determination, about 55,8% of the Employee Performance variable is influenced by the Conflict, Work Stress and Commitment variables. The remaining 44,2% is influenced by other factors not explained in this study.

Keywords : Conflict, Work Stress, Commitment and Employee performance