

## ABSTRAK

Maya Lamtiur Simanjuntak, 2024 : *Voice Behavior*, Stres Kerja dan Kepuasan Kerja di Kalangan Dosen Milenial FEBM Universitas Maritim Raja Ali Haji. Tim Promotor: Firmansyah Kusasi, ST., MM dan Mirza Ayunda, S.E., M.Sc.

Sumber Daya Manusia (SDM), khususnya di kalangan Dosen Milenial FEBM Universitas Maritim Raja Ali Haji, memegang peranan krusial dalam kemajuan instansi dan pencapaian tujuan pribadi maupun organisasi. Penelitian ini merupakan bagian integral dari SDM, dan sampel 7 orang informan menunjukkan gambaran tentang *voice behavior*, tingkat kerja, dan kepuasan kerja.

Penelitian ini adalah penelitian kualitatif dengan teknik sampel *purposive sampling*. Fakultas Ekonomi dan Bisnis Maritim Universitas Maritim Raja Ali Haji adalah objek penelitian ini. Tiga metode pengumpulan data digunakan yaitu wawancara, dokumentasi, dan studi pustaka. Di mana informan menjawab pertanyaan tentang *voice behavior*, stres kerja, dan kepuasan kerja.

Hasil penelitian menunjukkan bahwa FEBM UMRAH cukup baik dalam menerapkan *voice behavior*, stres rendah di tempat kerja, dan kepuasan kerja yang tinggi. Hal ini berkaitan dengan 12 indikator dari ketiga variabel yaitu *promotive voice*, *prohibitive voice*, tuntutan tugas, tuntutan peran, tuntutan antar pribadi, struktur organisasi, kepemimpinan organisasi, evaluasi kerja, kepuasan diri, pendapatan, lingkungan kerja dan *learning and development*.

Kata Kunci: *Voice Behavior*, Stres Kerja dan Kepuasan Kerja.

## ***ABSTRACT***

Maya Lamtiur Simanjuntak, 2024 : *Voice Behavior, Job Stress and Job Satisfaction among Millennial Lecturers at FEBM Raja Ali Haji Maritime University. Promoter Team: Firmansyah Kusasi, ST., MM and Mirza Ayunda, S.E., M.Sc.*

*Human Resources (HR), especially among the FEBM Millennial Lecturers at Raja Ali Haji Maritime University, play a crucial role in the progress of the agency and the achievement of personal and organizational goals. This research is an integral part of HR, and a sample of 7 informants shows a description of voice behavior, work level and job satisfaction.*

*This research is qualitative research with a purposive sampling technique. The Faculty of Maritime Economics and Business, Raja Ali Haji Maritime University is the object of this research. Three data collection methods were used, namely interviews, documentation and literature study. Where informants answered questions about voice behavior, work stress, and job satisfaction.*

*The research results show that FEBM UMRAH is quite good at implementing voice behavior, low stress in the workplace, and high job satisfaction. This relates to 12 indicators from three variables, namely promotive voice, prohibitive voice, task demands, role demands, interpersonal demands, organizational structure, organizational leadership, work evaluation, self-satisfaction, income, work environment and learning and development.*

*Keywords: Voice Behavior, Job Stress and Job Satisfaction*