

ABSTRAK

Yosua Steven,2024

:Beban Kerja Berlebih dan Stres Kerja Terhadap Kinerja di PT Pegadaian Cabang Bukit Bestari Kota Tanjung Pinang Tim Promotor: Indra Firdiyansyah , S.E., M,Si dan Edinur Ilham , S.E., M.E

Penelitian ini bertujuan untuk menjelaskan Beban Kerja Berlebih, dan Stres Kerja terhadap Kinerja Pegawai. Populasi didalam penelitian adalah 39 orang karyawan yang ada di PT Pegadaian Cabang Bukit Bestari Tanjungpinang. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 39 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 Beban Kerja Berlebih (X1), dan Stres Kerja (X2) berpengaruh signifikan terhadap Kinerja (Y). Hasil Uji F_{hitung} 51.365 dengan F_{tabel} 3.260 mengidentifikasi bahwa variabel Beban Kerja Berlebih dan Stres Kerja secara simultan berpengaruh signifikan terhadap variabel Kinerja (Y). Berdasarkan Uji Koefisien determinasi 72,6% variabel Kinerja Pegawai dipengaruhi oleh Variabel Beban Kerja Berlebih, dan Stres Kerja. Sisanya 27,4% dipengaruhi oleh faktor lainnya yang tidak dijelaskan dalam penelitian ini.

Kata Kunci: Beban Kerja Berlebih, Stres Kerja, Kinerja

ABSTRACT

Joshua Steven , 2024

: *Excessive Workload and Job Stress On Employee Performance at PT Pegadaian Bukit Bestari Branch, Tanjungpinang City Promoter*
Team: Indra Firdiyansyah, S.E., M.Si and Edinur Ilham, SE., M.E

This study aims to explain Excessive Workload and Job Stress on Employee Performance. The population in the study were 39 employees at Pegadaian Bukit Bestari Branch, Tanjungpinang. Sampling using the saturation technique, so the number of samples was 39 employees. This type of research is quantitative research. Validity and reliability tests were carried out on the questionnaire. Data were analyzed using multiple linear regression analysis, including the t test, F test and coefficient of determination. The results of the study showed that partially the variables Excessive Workload (X1), and Job Stress (X2) had a significant effect on Performance (Y). The results of the F-test of 51,365 with F-table 3,260 identified that the variables Excessive Workload and Job Stress simultaneously had a significant effect on the Performance variable (Y). Based on the Coefficient of Determination Test, 72.6% of the Employee Performance variable was influenced by the Variables Excessive Workload and Job Stress. The remaining 27.4% was influenced by other factors not explained in this study.

Keywords: *Excessive Workload, Job Stress, Performance*