

## ABSTRAK

### **PENGARUH BEBAN KERJA, *SELF EFFICACY*, DAN STRES KERJA TERHADAP KINERJA PEGAWAI PADA UPTD BALAI LATIHAN KERJA (BLK) BANDAR LAMPUNG**

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Penelitian ini bertujuan untuk mengetahui sejauh mana pengaruh Beban Kerja, *Self Efficacy* dan Stres Kerja Terhadap Kinerja Pegawai Pada UPTD Balai Latihan Kerja (BLK) Bandar Lampung. Kinerja Pegawai adalah capaian dari hasil kerja seorang pegawai dengan melaksanakan tugas yang diberikan kepadanya sesuai dengan tanggung jawab.

Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Metode penelitian yang digunakan adalah analisis regresi berganda. Populasi penelitian ini adalah seluruh pegawai di UPTD Balai Latihan Kerja (BLK) Bandar Lampung yang berjumlah 31 Orang.

Penelitian ini menunjukkan bahwa hasil nilai dari beban kerja terhadap kinerja Pegawai 0,000 dan nilai  $t_{hitung} > t_{tabel}$  ( $6,617 > 0,683$ ), sehingga dapat dikatakan bahwa variabel beban kerja berpengaruh terhadap variabel Kinerja Pegawai. Hasil nilai *Self Efficacy* terhadap kinerja Pegawai sebesar 0,045 dan nilai  $t_{hitung} > t_{tabel}$  ( $2,105 > 0,683$ ) maka pengujian ini menunjukkan variabel *Self Efficacy* berpengaruh terhadap kinerja Pegawai. Stres kerja terhadap kinerja pegawai sebesar 0,004 dan nilai  $t_{hitung} > t_{tabel}$  ( $3,195 > 0,683$ ) maka pengujian ini menunjukkan variabel stres kerja berpengaruh terhadap kinerja pegawai. Dari penjelasan tersebut dapat disimpulkan bahwa variabel beban kerja, self efficacy dan stres kerja berpengaruh terhadap kinerja pegawai pada UPTD Balai Latihan Kerja (BLK) Bandar Lampung.

*Kata kunci: Beban Kerja, Self Efficacy, Stres Kerja, Kinerja Pegawai*

# **THE INFLUENCE OF WORKLOAD, SELF EFFICACY, AND WORK STRESS ON EMPLOYEE PERFORMANCE AT UPTD WORK TRAINING CENTER (BLK) BANDAR LAMPUNG**

By

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This study aims to determine the extent of the influence of Workload, Self Efficacy and Job Stress on Employee Performance at UPTD Job Training Center (BLK) Bandar Lampung. Employee performance is the achievement of the work of an employee by carrying out the tasks assigned to him in accordance with his responsibilities.

The type of research used in this research is quantitative research. The research method used is multiple regression analysis. The population of this study were all employees at the UPTD of the Bandar Lampung Job Training Center (BLK) totaling 31 people.

This study shows that the result of the value of workload on employee performance is 0.000 and the value of  $t_{count} > t_{table}$  ( $6.617 > 0.683$ ), so it can be said that the workload variable affects the employee performance variable. The result of the value of Self Efficacy on employee performance is 0.045 and the value of  $t_{count} > t_{table}$  ( $2.105 > 0.683$ ), so this test shows the Self Efficacy variable has an effect on employee performance. work stress on employee performance is 0.004 and the value of  $t_{count} > t_{table}$  ( $3.195 > 0.683$ ), so this test shows the work stress variable has an effect on employee performance From this explanation it can be concluded that the workload, self efficacy and work stress variables affect employee performance at the UPTD of the Bandar Lampung Job Training Center (BLK).

Keywords: Workload, Self Efficacy, Work Stress, Employee Performance