

ABSTRAK

PENGARUH DISIPLIN KERJA DAN STRES KERJA TERHADAP KINERJA KARYAWAN PT. BPR WAWAY LAMPUNG (PERSERODA) BANDAR LAMPUNG

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Penelitian ini bertujuan untuk mengetahui Pengaruh Disiplin Kerja dan Stres Kerja Terhadap Kinerja Karyawan PT. BPR Waway Lampung (Perseroda) Bandar Lampung. Jenis penelitian yang digunakan yaitu kuantitatif dengan metode asosiatif. Sumber data yang digunakan yaitu data Primer dan Sekunder. Metode pengumpulan data dalam penelitian ini Studi kepustakaan (Library Research) dan Studi Lapangan (Field Research). Populasi dalam penelitian ini seluruh karyawan PT. BPR Waway Lampung (Perseroda) Bandar Lampung berjumlah 68 karyawan. Teknik pengambilan sampel yang digunakan yaitu Teknik Purposive sampling dengan jumlah sampel sebanyak 61 karyawan. Analisis data dalam penelitian ini menggunakan IBM SPSS Statistics 26. Uji persyaratan Instrumen dalam penelitian ini menggunakan uji validitas dan uji reliabilitas. Uji persyaratan analisis data menggunakan uji normalitas, uji linieritas. Metode analisis data menggunakan regresi linier berganda dan pengujian hipotesis yaitu menggunakan uji-t dan uji-F. karena menggunakan lebih dari satu variabel independent yang mempengaruhi variabel dependent. Hasil penelitian ini menunjukkan bahwa Disiplin kerja (X1) Berpengaruh Terhadap Kinerja Karyawan (Y) PT. BPR Waway Lampung (Perseroda) Bandar Lampung, Stres Kerja (X2) Berpengaruh Terhadap Kinerja Karyawan (Y) PT. BPR Waway Lampung (Perseroda) Bandar Lampung PT, Disiplin kerja (X1) dan Stres Kerja (X2) Berpengaruh Terhadap Kinerja Karyawan (Y) PT. BPR Waway Lampung (Perseroda) Bandar Lampung.

Kata Kunci : Disiplin Kerja, Stres Kerja Dan Kinerja Karyawan.

ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE AND JOB STRESS ON EMPLOYEE PERFORMANCE AT PT. BPR WAWAY LAMPUNG (REGIONAL LIMITED LIABILITY COMPANY) BANDAR LAMPUNG

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This study aims to determine the influence of work discipline and job stress on employee performance at PT. BPR Waway Lampung (Regional Limited Liability Company/Perseroda) Bandar Lampung. The research method used was quantitative with an associative approach. The data source utilized in this study were primary data. Data collection was conducted through field research. The population in this study consisted of all employees of PT. BPR Waway Lampung (Regional Limited Liability Company) Bandar Lampung, in total of 68 employees. The sampling technique used was purposive sampling that resulted a total of 61 respondents. The data in this study were analyzed using multiple linear regression with assistance of IBM SPSS Statistics 26. The instrument requirement tests included validity and reliability tests. The data analysis requirement tests consisted of normality, linearity, and multicollinearity tests. Hypothesis testing was carried out using T-test and F-test. The result of this study indicated that work discipline significantly affected employees' performances at PT. BPR Waway Lampung (Regional Limited Liability Company) Bandar Lampung. Job stress also had a significant impact on employees' performances at PT. BPR Waway Lampung (Regional Limited Liability Company) Bandar Lampung. Furthermore, work discipline and job stress simultaneously influenced employees' performances at PT. BPR Waway Lampung (Regional Limited Liability Company) Bandar Lampung.

Keywords: Work Discipline, Job Stress, Employee Performance

