

PENGARUH STRES KERJA DAN MOTIVASI KERJA TERHADAP KEPUASAN KERJA KARYAWAN PADA PT SAPTA SOURCINDO

ABSTRAK

Permasalahan ini mengenai adanya ketidakpuasan karyawan, kenaikan persentase ketidakhadiran dan penurunan persentase pencapaian. Penelitian ini bertujuan untuk mengetahui keadaan stres kerja, motivasi kerja dan kepuasan kerja serta mencari besar pengaruh Stres Kerja dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan pada PT.SAPTA SOURCINDO baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh karyawan PT.SAPTA SOURCINDO yang berjumlah 47 orang responden pengambilan sampel dalam penelitian ini menggunakan teknik *nonprobability* sampling, sampel jenuh. Berdasarkan penyebaran data diperoleh bahwa stres kerja, motivasi kerja dan kepuasan kerja termasuk kedalam kategori cukup tinggi. Berdasarkan hasil uji determinasi diperoleh bahwa stress kerja berpengaruh sebesar 27,6% terhadap kepuasan kerja, motivasi kerja berpengaruh sebesar 33,6% terhadap kepuasan kerja, stress kerja dan motivasi kerja berpengaruh sebesar 61,2% terhadap kepuasan kerja. Hasil penelitian secara parsial menunjukkan stress kerja berpengaruh signifikan terhadap kepuasan kerja, secara parsial motivasi kerja berpengaruh signifikan terhadap kepuasan kerja. Secara simultan stress kerja dan motivasi kerja berpengaruh signifikan terhadap kepuasan kerja.

Kata kunci : Stres Kerja, Motivasi kerja, Kepuasan Kerja.

THE EFFECT OF WORK STRESS AND WORK MOTIVATION ON EMPLOYEE JOB SATISFACTION AT PT SAPTA SOURCINDO

ABSTRACT

Work stress and work motivation are factors that influence employee job satisfaction. High motivation can lead to benefits for the company, while high stress can cause losses for the company. This study aims to determine the state of job stress, work motivation and job satisfaction and to find the influence of Job Stress and Work Motivation on Employee Job Satisfaction at PT.SAPTA SOURCINDO either partially or simultaneously. The method used in this research is descriptive and verification method with a quantitative approach. The population used in this study were all PT.SAPTA SOURCINDO employees, totaling 47 respondents. Sampling in this study used a non-probability sampling technique. Based on the distribution of data, it was found that work stress, work motivation and job satisfaction were included in the fairly high category. Based on the results of the determination test, it was found that work stress had an effect of 27.6% on job satisfaction, work motivation had an effect of 33.6% on job satisfaction, work stress and work motivation had an effect of 61.2% on job satisfaction. The results of the study partially show that job stress has a significant effect on job satisfaction, partially work motivation has a significant effect on job satisfaction. Simultaneously work stress and work motivation have a significant effect on job satisfaction.

Keywords: Work Stress, Work Motivation, Job Satisfaction