

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran disiplin kerja, stres kerja dan kinerja serta pengaruhnya baik secara parsial ataupun simultan. Metode dalam penelitian ini menggunakan deskriptif, verifikatif dan kuantitatif dengan jumlah populasi 180 dan sampel 64 responden dengan menggunakan teknik *Non Probability Sampling* dengan *Purposive Sampling*. Berdasarkan hasil penyebaran kuesioner diperoleh bahwa disiplin kerja dan stres kerja berada pada kategori baik. Berdasarkan uji determinasi diperoleh disiplin kerja terhadap kinerja berpengaruh sebesar 52,2%, stres kerja terhadap kinerja berpengaruh sebesar 37,3% serta disiplin kerja dan stres kerja terhadap kinerja berpengaruh sebesar 59,9%. Hasil penelitian berdasarkan uji t atau secara parsial disiplin kerja berpengaruh positif signifikan terhadap kinerja karena $t\text{-hitung} (5,864) > t\text{-tabel} (1,669)$, stres kerja berpengaruh positif signifikan terhadap kinerja karena $t\text{-hitung} (3,418) > t\text{-tabel} (1,669)$. Berdasarkan uji F bahwa disiplin kerja dan stres kerja berpengaruh positif signifikan terhadap kinerja karena $F\text{-hitung} (45,058) > F\text{-tabel} (2,52)$.

Kata Kunci : Disiplin Kerja, Stres Kerja, Kinerja

ABSTRACT

This study aims to determine the description of work discipline, work stress and performance and their influence either partially or simultaneously. The method in this research uses descriptive, verification and quantitative with a population of 180 and a sample of 64 respondents using the Non Probability Sampling technique with Purposive Sampling. Based on the results of distributing the questionnaires, it was found that work discipline and work stress were in the good category. Based on the determination test, it was obtained that work discipline and work stress had an effect of 52.2%, work stress had an effect of 37.3% and work discipline and work stress had an effect of 59.9%. The results of the study based on the t test or partially work discipline have a significant positive effect on performance because $t\text{-count} (5,864) > t\text{-table} (1,669)$, work stress has a significant positive effect on performance because $t\text{-count} (3,418) > t\text{-table} (1,669)$. Based on the work test F that work discipline and stress have a significant positive effect on performance because $F\text{-count} (45.058) > F\text{-table} (2.52)$.

Keywords: Work Discipline, Work Stress, Performance