

PENGARUH STRES KERJA DAN KOMPENSASI TERHADAP SEMANGAT KERJA KARYAWAN DIVISI PABRIK DI PT. IMV

ABSTRAK

Stres kerja dan kompensasi merupakan faktor yang berpengaruh terhadap semangat kerja karyawan. Semangat kerja yang tinggi dapat menimbulkan keuntungan bagi perusahaan, sedangkan semangat kerja yang rendah dapat menimbulkan kerugian bagi perusahaan. PT. IMV sebagai sektor industri yang bergerak di bidang farmasi harus memperhatikan faktor yang dapat memengaruhi semangat kerja karyawan. Penelitian ini bertujuan untuk mengetahui gambaran dan seberapa besar pengaruh Stres Kerja dan Kompensasi terhadap Semangat Kerja Karyawan Divisi Pabrik di PT. IMV. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif. Populasi dalam penelitian ini yaitu karyawan Divisi Pabrik di PT. IMV sebanyak 43 orang sedangkan teknik pengambilan sampel dalam penelitian ini menggunakan pendekatan nonprobability sampling. Berdasarkan rekap interval penelitian ini, menunjukkan bahwa Stres Kerja, Kompensasi, dan Semangat Kerja termasuk pada kategori sedang. Berdasarkan hasil uji determinasi diperoleh bahwa stres kerja berpengaruh sebesar 24,7% terhadap semangat kerja, kompensasi berpengaruh sebesar 29,8% terhadap semangat kerja, stres kerja dan kompensasi berpengaruh sebesar 57,2% terhadap semangat kerja. Hasil pengujian hipotesis pada penelitian ini menunjukkan variabel Stres Kerja berpengaruh signifikan pada Semangat Kerja Karyawan Divisi Pabrik di PT. IMV secara parsial. Variabel kompensasi berpengaruh signifikan pada Semangat Kerja Karyawan Divisi Pabrik di PT. IMV secara parsial. Variabel Stres Kerja dan Kompensasi berpengaruh signifikan terhadap Semangat Kerja Karyawan Divisi Pabrik di PT. IMV secara simultan.

Kata kunci : Kompensasi, Semangat Kerja, Stres Kerja

THE INFLUENCE OF WORK STRESS AND COMPENSATION ON EMPLOYEES' EMPLOYEE IN THE FACTORY DIVISION AT PT. IMV

ABSTRACT

Work stress and compensation are factors that influence employee morale. High morale can bring benefits to the company, while low morale can cause losses to the company. PT. IMV as an industrial sector engaged in the pharmaceutical sector must pay attention to factors that can affect employee morale. This study aims to determine the description and how much influence Work Stress and Compensation have on Employee Morale in the Factory Division at PT. IMV. The method used in this research is a quantitative method. The population in this study are employees of the Factory Division of PT. IMV as many as 43 people while the sampling technique in this study using a nonprobability sampling approach. Based on the recap of this research interval, it shows that Work Stress, Compensation, and Work Morale are included in the moderate category. Based on the results of the determination test, it was found that work stress had an effect of 24.7% on morale, compensation had an effect of 29.8% on work enthusiasm, work stress and compensation had an effect of 57.2% on morale. The results of testing the hypothesis in this study show that the variable Job Stress has a significant effect on the Morale of the Factory Division Employees at PT. IMV partially. The compensation variable has a significant effect on the Employee Work Morale of the Factory Division at PT. IMV partially. Variables of Work Stress and Compensation have a significant effect on the Morale of the Factory Division Employees at PT. IMV simultaneously.

Keywords: Compensation, Employee Morale, Work Stress