

**“PENGARUH BEBAN KERJA DAN STRES KERJA TERHADAP
KINERJA KARYAWAN PADA PT CIPTA PRATAMA KOTA
BANDUNG“**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran beban kerja dan stres kerja dan kinerja karyawan serta pengaruhnya terhadap kinerja karyawan baik secara parsial maupun simultan. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini berjumlah 35 orang dengan menggunakan teknik *nonprobability sampling*, sampel jenuh. Berdasarkan hasil penelitian diperoleh bahwa beban kerja, stres kerja termasuk kategori rendah dan kinerja karyawan termasuk kedalam kategori tinggi. Berdasarkan hasil uji koefisien determinasi diperoleh bahwa beban kerja berpengaruh sebesar 43,5% terhadap kinerja karyawan, stres kerja berpengaruh sebesar 40,3% terhadap kinerja karyawan. Pengaruh uji determinasi beban kerja dan stres kerja berpengaruh sebesar 54,4%. Hasil penelitian secara parsial menunjukkan beban kerja berpengaruh terhadap kinerja karyawan, dan stres kerja berpengaruh terhadap kinerja karyawan. Secara simultan beban kerja dan stres kerja berpengaruh terhadap kinerja karyawan.

Kata kunci : Beban Kerja, Stres Kerja, Kinerja Karyawan

**“THE INFLUENCE OF WORKLOAD AND WORK STRESS ON
EMPLOYEE PERFORMANCE AT PT CIPTA PRATAMA IN BANDUNG
CITY“**

ABSTRACT

This research aims to determine the description of workload and work stress and employee performance and their influence on employee performance. Both partially and simultaneously. This research uses descriptive and verification methods with a quantitative approach. The population used in this research was 35 people using non probability sampling techniques, saturatd samples. Based on the research results, it was found that workload, work stress were in the low category and employee performance was in the hghtt category. Based on the results of the coefficient of determination test, it was found that workluad had a 43,5% effect on employee performance, work stress had a 40,3% effect on employee performance. The influence of the workload determination test and work stress is 54,4%. The partial research results show that workload influences employee performance. Simultaneously, workload and work stress have a positive and significant effect on employee performance.

Key words : workload, work stress, employee performance