

ABSTRAK

YOGI GIYOKA (17101155310466), Pengaruh Stress Kerja Dan *Employee Engagement* Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Andalas Wahana Berjaya Dharmasraya Periode 2015-2019

Penelitian ini bertujuan untuk menganalisis 1) pengaruh stress kerja terhadap kepuasan kerja karyawan, 2) pengaruh *employee engagement* terhadap kepuasan kerja karyawan, 3) pengaruh stress kerja terhadap kinerja karyawan, 4) pengaruh *employee engagement* terhadap kinerja karyawan, 5) pengaruh kepuasan kerja terhadap kinerja karyawan, 6) pengaruh stress kerja terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening, dan 7) pengaruh *employee engagement* terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening pada PT. Andalas Wahana Berjaya Dharmasraya Periode 2015-2019.

Objek dalam penelitian ini adalah karyawan pada PT. Andalas Wahana Berjaya Dharmasraya Periode 2015-2019. Desain penelitian yang dilakukan adalah penelitian asosiatif. Populasi adalah karyawan pada PT. Andalas Wahana Berjaya Dharmasraya Periode 2015-2019 dengan 77 sampel menggunakan teknik *simple random sampling*. Instrumen yang digunakan untuk penelitian berupa angket tertutup dengan digunakan uji *path analysis* atau analisis jalur dengan pengolahan data menggunakan program SPSS Versi 24.0.

Hasil analisis data menunjukkan bahwa terdapat pengaruh antara stress kerja terhadap kepuasan kerja dengan nilai signifikan $0,002 < \alpha < 0,05$, terdapat pengaruh antara *employee engagement* terhadap kepuasan kerja dengan nilai signifikan $0,000 < \alpha < 0,05$, terdapat pengaruh antara stress kerja terhadap kinerja karyawan dengan nilai signifikan $0,038 < \alpha < 0,05$, terdapat pengaruh antara *employee engagement* terhadap kinerja karyawan dengan nilai signifikan $0,037 < \alpha < 0,05$, terdapat pengaruh antara kepuasan kerja terhadap kinerja dengan nilai signifikan $0,010 < \alpha < 0,05$, secara tidak langsung stress kerja melalui kepuasan kerja mempunyai pengaruh signifikan terhadap kinerja karyawan dengan nilai pengaruh langsung sebesar -0,225 dan pengaruh tidak langsung -0,099 dan secara tidak langsung *employee engagement* melalui kepuasan kerja tidak mempunyai pengaruh signifikan terhadap kinerja karyawan dengan nilai pengaruh langsung sebesar 0,256 dan pengaruh tidak langsung 0,181.

Kata Kunci : stress kerja, employee engagement, kepuasan kerja dan kinerja karyawan.

ABSTRACT

YOGI GIYOKA (17101155310466), *The Effect of Work Stress And Employee Engagement On Employee Performance Through Job Satisfaction As Intervening Variables At PT. Andalas Wahana Berjaya Dharmasraya Period 2015-2019*

This study aims to analyze 1) the influence of work stress on employee job satisfaction, 2) the influence of employee engagement on employee job satisfaction, 3) the influence of work stress on employee performance, 4) the influence of employee engagement on employee performance, 5) the influence of job satisfaction on employee performance, 6) the influence of work stress on employee performance through job satisfaction as an intervening variable , and 7) the influence of employee engagement on employee performance through job satisfaction as an intervening variable on PT. Andalas Wahana Berjaya Dharmasraya Period 2015-2019.

The object in this study was an employee at PT. Andalas Wahana Berjaya Dharmasraya Period 2015-2019. The design of the research conducted is associative research. The population is employees at PT. Andalas Wahana Berjaya Dharmasraya Period 2015-2019 with 77 samples using simple random sampling technique. Instruments used for research in the form of closed questionnaires with the use of path analysis test or path analysis with data processing using SPSS program Version 24.0.

The results of the data analysis showed that there is an influence between work stress and job satisfaction with a significant value of $0.002 < \alpha 0.05$, there is an influence between employee engagement and job satisfaction with a significant value of $0.000 < \alpha 0.05$, there is an influence between work stress on employee performance with a significant value of $0.038 < \alpha 0.05$, there is an influence between employee engagement on employee performance with a significant value of $0.037 < \alpha 0.05$, there is an influence between job satisfaction to performance with a significant value of $0.010 < \alpha 0.05$, indirectly job stress through job satisfaction has a significant influence on employee performance with a direct influence value of -0.225 and indirect influence of -0.099 which means that the value of indirect influence is greater than the value of direct influence and indirectly employee engagement through job satisfaction has no significant influence on employee performance with a direct influence value of 0.256 and indirect influence ung 0.181 which means that the value of direct influence is greater than the value of indirect influence.

Keywords: job stress, employee engagement, job satisfaction and employee performance.