

ABSTRAK

RINALDI /16101155310544, dibawah bimbingan ibuk Dessy Haryani, SE. MM. Ak. CA dan bapak M. AFUAN, SE. MM. Skripsi Fakultas Ekonomi dan Bisnis 2021. “Pengaruh Stres Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Pt. Hayati Pratama Mandiri.”

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh stres kerja dan budaya organisasi terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening. Metode mengumpulkan data melalui survei dan kuesioner, dengan sampel 65 responden dan Metode analisis yang digunakan adalah regresi analisis linear berganda dan analisis jalur (*path analysis*) menggunakan SPSS 21.

Hasil penelitian didapatkan pengaruh positif dan signifikan antara stres kerja dan budaya organisasi terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening, stres kerja secara parsial berpengaruh positif dan signifikan terhadap kepuasan kerja, budaya organisasi secara parsial berpengaruh positif dan signifikan terhadap kepuasan kerja, stres kerja secara parsial berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, budaya organisasi secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan, kepuasan kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan, Hasil *path analysis* persamaan satu sebesar $0,210 > 0,013$, Artinya hubungan tidak langsung lebih besar nilainya dari hubungan langsung, berarti Kepuasan Kerja memediasi hubungan antara Stres Kerja terhadap Kinerja Karyawan, Hasil *path analysis* persamaan dua sebesar $0,174 < 0,521$, Artinya hubungan tidak langsung lebih kecil nilainya dari hubungan langsung, berarti Kepuasan Kerja tidak memediasi hubungan antara Budaya Organisasi terhadap Kinerja Karyawan.

Kata Kunci: Stres Kerja, Budaya Organisasi, Kinerja Karyawan, Kepuasan Kerja

ABSTRACT

RINALDI / 16101155310544, under the guidance of Dessy Haryani, SE. MM. Ak. CA and Mr. M. AFUAN, SE. MM. Thesis, Faculty of Economics and Business 2021. "The Effect Of Work Stress And Organizational Culture On Employee Performance With Job Satisfaction As Intervening Variables In Hayati Pratama Mandiri"

This study aims to determine how much influence work stress and organizational culture have on employee performance with job satisfaction as an intervening variable. The method of collecting data through surveys and questionnaires, with a sample of 65 respondents and the analytical method used is multiple linear regression analysis and path analysis using SPSS 21.

*The results of the study show a positive and significant influence between work stress and organizational culture on employee performance. Job satisfaction as an intervening variable, work stress partially has a positive and significant effect on job satisfaction, organizational culture partially has a positive and significant effect on job satisfaction, job stress partially has a positive and insignificant effect on employee performance, organizational culture partially has a positive and significant effect on employee performance. significant to employee performance, job satisfaction partially positive and significant impact on employee performance, the results of path analysis equation one are $0.210 > 0.013$, meaning that the indirect relationship is greater in value than the direct relationship, meaning *Kep Job uasan* mediates the relationship between Job Stress on Employee Performance, the results of path analysis of equation two are $0.174 < 0.521$, meaning that the indirect relationship is less than the direct relationship, meaning that Job Satisfaction does not mediate the relationship between Organizational Culture and Employee Performance.*

Keywords: Job Stress, Organizational Culture, Employee Performance, Job Satisfaction