

ABSTRAK

Ferawaty Naibaho, NIM 7141210009. Pengaruh Dimensi Sumber Stres Kerja (*Stressor*) terhadap Kinerja Pegawai BPJS Kesehatan Kantor Cabang Medan. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan (UNIMED) Tahun 2018.

Penelitian ini bertujuan untuk mengetahui pengaruh Dimensi Sumber Stres Kerja (*Stressor*) yaitu *Environmental Stressor*, *Organizational Stressor* dan *Individual Stressor* terhadap Kinerja Pegawai BPJS Kesehatan Kantor Cabang Medan. Sampel dalam penelitian ini adalah seluruh pegawai BPJS Kesehatan Kantor Cabang Medan sebanyak 78 orang. Pengujian yang digunakan adalah uji instrumen dan uji asumsi klasik. Pengujian hipotesis menggunakan analisis regresi linear berganda, uji t, uji F dan uji R^2 .

Dari hasil uji validitas diperoleh $r_{hitung} > r_{tabel}$ untuk masing-masing item pernyataan setiap variabel dan hasil uji reliabilitas diperoleh hasil bahwa setiap variabel dinyatakan valid dimana nilai *Alpha Cronbach* $> r_{tabel}$.

Analisis data masing-masing variabel diperoleh persamaan regresi linear berganda bahwa variabel bebas berpengaruh terhadap variabel terikat sebagaimana hipotesis penilitia. Hasil uji parsial (uji t) yang dihasilkan masing-masing variabel bebas berpengaruh terhadap variabel terikat dengan signifikan penelitian lebih kecil dari 0,05. Hasil perhitungan uji simultan (uji F) diperoleh hasil $F_{hitung} > F_{tabel}$ dengan *Level of Signifikan* $< 0,005$ yang berarti bahwa *Environmental Stressor*, *Organizational Stressor* dan *Individual Stressor* secara bersama-sama (simultan) berpengaruh terhadap Kinerja Pegawai BPJS Kesehatan Kantor Cabang Medan. Artinya hipotesis diterima. Serta hasil dari uji Koefisien Determinasi (R^2) bahwa variabel Kinerja Pegawai (Y) dapat dijelaskan oleh variabel *Environmental Stressor* (X_1), *Organizational Stressor* (X_2) dan *Individual Stressor* (X_3) secara bersama-sama dan sisanya dipengaruhi oleh variabel lain diluar model penelitian.

Kata Kunci : *Environmental Stressor, Organizational Stressor, Individual Stressor, Kinerja Pegawai*

ABSTRACT

Ferawaty Naibaho, NIM 7141210009. The Effect of Stressor Source Dimension on Employee Performance of BPJS Health Medan Branch Office. Thesis Department of Management, Faculty of Economics, State University of Medan (UNIMED) Year 2018.

This study aims to determine the effect of Dimension Stress Source of Work (Stressor) that is Environmental Stressor, Organizational Stressor and Individual Stressor on Employee Performance BPJS Health Branch Medan. The sample in this study is all employees BPJS Health Branch Office Medan as many as 78 people. The test used is instrument test and classical assumption test. Hypothesis testing using multiple linear regression analysis, t test, F test and R^2 test.

From the results of validity test obtained $r_{\text{count}} > r_{\text{tabel}}$ for each item statement of each variable and reliability test results obtained the result that each variable is declared valid where the value of Alpha Cronbach $> r_{\text{tabel}}$.

Data analysis of each variable is obtained by multiple linear regression equation that independent variable has effect on dependent variable as research hypothesis. Partial test results (t test) produced by each independent variable has an effect on dependent variable with significant research smaller than 0,05. Result of simultaneous test calculation (F test) obtained result $F_{\text{count}} > F_{\text{table}}$ with Level of Significant $< 0,005$ which mean that Environmental Stressor, Organizational Stressor and Individual Stressor together (simultant) have an effect on to Employee Performance BPJS Health Branch Medan. It means the hypothesis is accepted. And the result of Determination Coefficient test (R^2) that variable of Employee Performance (Y) can be explained by Environmental Stressor (X_1), Organizational Stressor (X_2) and Individual Stressor (X_3) variable together and the rest influenced by other variable outside research model .

Keywords: *Environmental Stressor, Organizational Stressor, Individual Stressor, Employee Performance*