

ABSTRAK

Dolly Martin Nainggolan, Nim 7192510001. Pengaruh Stres Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PTPN IV Adolina Parbaungan, Kabupaten Serdang berdagai Sumatera Utara.

Penelitian ini bertujuan untuk mengetahui Pengaruh Stres Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan pada PTPN IV Adolina. Penelitian ini menggunakan metode kuantitatif dengan teknik pengambilan sampel menggunakan total sampling. Populasi dalam penelitian ini adalah karyawan Afdeling II PTPN IV Adolina jumlah sampel sebanyak 54 orang. Teknik pengumpulan data yang digunakan adalah observasi, wawancara dan kuesioner yang pengukurannya menggunakan skala Thurstone. Teknik analisis data yang digunakan adalah model regresi linear berganda dan pengujian hipotesis dengan uji t, uji F dan koefisien determinasi yang sebelumnya data telah diuji menggunakan uji validitas, uji reliabilitas dan uji asumsi klasik. Pengolahan data menggunakan program SPSS 22.0 for windows. Berdasarkan pengujian hipotesis secara parsial terdapat pengaruh Stres Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan pada PTPN IV Adolina. Berdasarkan hasil penelitian menunjukkan bahwa variabel Stres Kerja dan Disiplin Kerja secara simultan berpengaruh terhadap Kinerja Karyawan.

Kata Kunci: Stres Kerja, Disiplin, Kinerja Karyawan

THE
Character Building
UNIVERSITY

ABSTRACT

Dolly Martin Nainggolan, Nim 7192510001. The Influence of Work Stress and Work Discipline on the Performance of PTPN IV Adolina Parbaungan Employees, Serdang Berdagai Regency, North Sumatra.

This research aims to determine the effect of work stress and work discipline on employee performance at PTPN IV Adolina. This research uses quantitative methods with a sampling technique using total sampling. The population in this study were employees of Afdeling II PTPN IV Adolina with a sample size of 54 people. The data collection techniques used were observation, interviews and questionnaires which were measured using the Thurstone scale. The data analysis technique used is a multiple linear regression model and hypothesis testing using the t test, F test and coefficient of determination. Previously the data had been tested using validity tests, reliability tests and classical assumption tests. Data processing uses the SPSS 22.0 for Windows program. Based on partial hypothesis testing, there is an influence of work stress and work discipline on employee performance at PTPN IV Adolina. Based on the research results, it shows that the work stress and work discipline variables simultaneously influence employee performance.

Keywords: work stress, work discipline, Employee Performance

THE
Character Building
UNIVERSITY