

## ABSTRAK

Budiasa, I Putu (2024), *Pengaruh beban kerja terhadap stres kerja dengan dukungan sosial sebagai moderasi (studi kasus Pejabat Fungsional Pengelola Pengadaan Barang/Jasa Kemendikbudristek)*. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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*Kata-kata kunci:* beban kerja, stres kerja, dukungan sosial

Penelitian ini bertujuan menganalisis pengaruh beban kerja terhadap stres kerja yang dimoderasi dukungan sosial pada pejabat fungsional pengadaan barang/jasa Kemendikbudristek. Populasi penelitian ini menggunakan seluruh pejabat fungsional pengadaan barang/jasa Kemendikburistek sebanyak 214 orang. Sampel penelitian menggunakan *probability sampling* dengan penentuan sampel secara acak maka sampel dalam penelitian ini sebanyak 68 orang. Data dikumpulkan dengan menggunakan kuesioner yang disebar dengan *google form* dan wawancara dengan responden tanpa menggunakan pedoman. Analisis data menggunakan pendekatan *Structural Equation Model (SEM)* berbasis *Partial Least Square (PLS)* dengan variabel moderasi untuk mengetahui peran variabel moderasi dalam memperkuat atau memperlemah hubungan antara variabel bebas dan variabel terikat. Hasil penelitian menunjukkan nilai pengaruh langsung beban kerja terhadap stres kerja sebesar 5,539. Nilai pengaruh langsung dukungan sosial terhadap stres kerja adalah -5,449 dan nilai efek moderasi dukungan sosial dari pengaruh beban kerja terhadap stres kerja sebesar -4,221. Dengan demikian dapat disimpulkan bahwa beban kerja berpengaruh positif terhadap stres kerja dan dukungan sosial memediasi negatif pengaruh beban kerja terhadap stres kerja. Semakin berat beban kerja, semakin tinggi pula stres kerja yang dialami, sehingga dukungan sosial dirasakan baik oleh pejabat fungsional pengadaan barang dan jasa Kemendikbudristek karena mampu menurunkan stres kerja sebagai akibat beban kerja.

## **ABSTRACT**

*Budiasa, I Putu (2024), The influence of workload on work stress with social support as moderation (case study of the Functional Officer for Procurement of Goods/Services at the Ministry of Education and Culture, Research and Technology). Thesis, Management Science, Postgraduate Program, Ganesha University of Education.*

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*Key words: workload, work stress, social support*

*This research aims to analyze the effect of workload on work stress which is moderated by social support for functional officials in the procurement of goods/services at the Ministry of Education and Culture, Research and Technology. The population for this research used all functional officials for the procurement of goods/services from the Ministry of Education and Technology, totaling 214 people. The research sample used probability sampling with random sampling, so the sample in this study was 68 people. Data was collected using a questionnaire distributed using Google Form and interviews with respondents without using guidelines. Data analysis uses a Structural Equation Model (SEM) approach based on Partial Least Square (PLS) with moderating variables to determine the role of moderating variables in strengthening or weakening the relationship between the independent variable and the dependent variable. The research results show that the direct influence of workload on work stress is 5.539. The value of the direct effect of social support on work stress is -5.449 and the value of the moderating effect of social support on the influence of workload on work stress is -4.221. Thus, it can be concluded that workload has a positive effect on work stress and social support mediates the negative effect of workload on work stress. The heavier the workload, the higher the work stress experienced, so that social support is felt well by the Ministry of Education and Culture's goods and services procurement functional officials because it is able to reduce work stress as a result of the workload.*