

PENGARUH BEBAN KERJA DAN STRES KERJA TERHADAP KINERJA PEGAWAI PADA DINAS PEMADAM KEBAKARAN DAN PENYELAMATAN KABUPATEN BULELENG

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ABSTRAK

Penelitian ini bertujuan untuk menguji (1) pengaruh beban kerja terhadap kinerja pegawai, (2) pengaruh stres kerja terhadap kinerja pegawai, (3) pengaruh beban kerja terhadap stres kerja pegawai, (4) pengaruh beban kerja terhadap kinerja pegawai melalui stres kerja pegawai Dinas Pemadam Kebakaran dan Penyelamatan Kabupaten Buleleng. Desain penelitian yang digunakan dalam penelitian ini adalah kuantitatif kausal. Dengan subjek dalam penelitian ini adalah pegawai Dinas Pemadam Kebakaran dan Penyelamatan Kabupaten Buleleng sebanyak 140 orang pegawai non ASN. Data dikumpulkan melalui kuesioner kemudian dianalisis dengan menggunakan analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa (1) beban kerja berpengaruh negatif dan signifikan terhadap stres kerja, (2) beban kerja mampu mempengaruhi secara positif dan signifikan terhadap stres kerja, (3) stress kerja berpengaruh negatif dan signifikan terhadap kinerja, (4) stres kerja mampu memediasi secara signifikan hubungan antara beban kerja dan kinerja pegawai. Kepada Dinas Pemadam Kebakaran dan Penyelamatan Kabupaten Buleleng agar lebih memperhatikan aspek pengelolaan beban kerja pegawai. Mampu menyeimbangi beban kerja antara pegawai ASN dan non ASN agar lebih ditinjau agi agar tidak menimbulkan ketimpangan yang dapat berdampak pada penurunan kinerja maupun peningkatan tekanan psikologis di lingkungan kerja.

Kata kunci: beban kerja, kinerja pegawai, stres kerja.

***THE EFFECT OF WORKLOAD AND WORK STRESS ON EMPLOYEE
PERFORMANCE IN THE FIRE AND RESCUE SERVICE OF BULELENG
REGENCY***

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ABSTRACT

This study aims to examine (1) the effect of workload on employee performance, (2) the effect of work stress on employee performance, (3) the effect of workload on employee work stress, (4) the effect of workload on employee performance through employee work stress at the Buleleng Regency Fire and Rescue Service. The research design used in this study is quantitative causal. The subjects in this study were 140 non-ASN employees at the Buleleng Regency Fire and Rescue Service. Data were collected through questionnaires and then analyzed using path analysis. The results of the study showed that (1) workload had a negative and significant effect on work stress, (2) workload was able to have a positive and significant effect on work stress, (3) work stress had a negative and significant effect on performance, (4) work stress was able to significantly mediate the relationship between workload and employee performance. The Buleleng Regency Fire and Rescue Service should pay more attention to aspects of employee workload management. Being able to balance the workload between ASN and non-ASN employees should be reviewed further so as not to cause imbalances that can have an impact on decreased performance or increased psychological stress in the work environment.

Keywords: workload, employee performance, work stress.