

PENGARUH GAYA KEPEMIMPINAN DAN STRES KERJA TERHADAP KINERJA KARYAWAN BALI LANDSCAPE COMPANY

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) gaya kepemimpinan dan stres kerja terhadap kinerja karyawan Bali Landscape Company (2) gaya kepemimpinan terhadap kinerja karyawan Bali Landscape Company, dan (3) stres kerja terhadap kinerja karyawan Bali Landscape Company. Subjek dari penelitian ini adalah seluruh karyawan aktif yang bekerja di Bali Landscape Company. Pada penelitian ini menggunakan rancangan penelitian kuantitatif kausal. Metode pengumpulan data dilakukan menggunakan kuesioner, dan pengambilan sampel menggunakan teknik sampel jenuh sebanyak 70 responden, dan data dianalisis dengan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa (1) gaya kepemimpinan dan stres kerja berpengaruh simultan dan signifikan terhadap kinerja karyawan Bali Landscape Company, (2) gaya kepemimpinan berpengaruh negatif dan signifikan terhadap kinerja karyawan Bali Landscape Company, dan (3) stres kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Bali Landscape Company.

Kata kunci: kinerja karyawan, gaya kepemimpinan, dan stres kerja

THE EFFECT OF LEADERSHIP STYLE AND WORK STRESS ON EMPLOYEE PERFORMANCE OF BALI LANDSCAPE COMPANY

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ABSTRACT

This study aims to examine the influence of (1) leadership style and work stress on the performance of Bali Landscape Company employees (2) leadership style on the performance of Bali Landscape Company employees, and (3) work stress on the performance of Bali Landscape Company employees. The subjects of this study were all active employees working at Bali Landscape Company. This study used a causal quantitative research design. The data collection method was carried out using a questionnaire, and sampling using a saturated sample technique of 70 respondents, and the data was analyzed using multiple linear regression analysis. The results of the study showed that (1) leadership style and work stress had a simultaneous and significant effect on the performance of Bali Landscape Company employees, (2) leadership style had a negative and significant effect on the performance of Bali Landscape Company employees, and (3) work stress had a positive and significant effect on the performance of Bali Landscape Company employees.

Keywords: employee performance, leadership style, and work