

**PENGARUH STRES KERJA DAN KEPUASAN KERJA
TERHADAP KINERJA KARYAWAN PT. ASTRA
INTERNATIONAL TBK ASTRA HONDA MOTOR SANGSIT**

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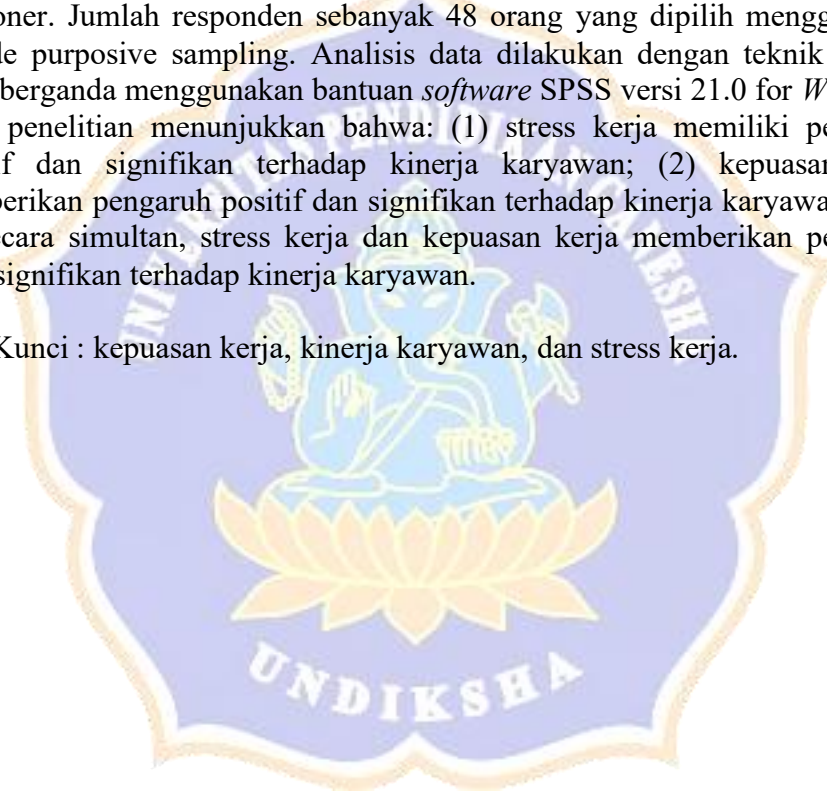
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ABSTRAK

Penelitian ini bertujuan untuk memperoleh bukti empiris mengenai pengaruh stress kerja dan kepuasan kerja terhadap kinerja karyawan, baik secara individu maupun bersama-sama. Pendekatan yang digunakan adalah kuantitatif dengan desain penelitian kausal, dan data dikumpulkan melalui kuesioner. Jumlah responden sebanyak 48 orang yang dipilih menggunakan metode purposive sampling. Analisis data dilakukan dengan teknik regresi linier berganda menggunakan bantuan *software* SPSS versi 21.0 for *Windows*. Hasil penelitian menunjukkan bahwa: (1) stress kerja memiliki pengaruh negatif dan signifikan terhadap kinerja karyawan; (2) kepuasan kerja memberikan pengaruh positif dan signifikan terhadap kinerja karyawan; serta (3) secara simultan, stress kerja dan kepuasan kerja memberikan pengaruh yang signifikan terhadap kinerja karyawan.

Kata Kunci : kepuasan kerja, kinerja karyawan, dan stress kerja.



***THE EFFECT OF WORK STRESS AND JOB SATISFACTION ON
EMPLOYEE PERFORMANCE AT PT. ASTRA INTERNATIONAL
TBK ASTRA HONDA MOTOR SANGSIT***

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ABSTRACT

This study aims to obtain empirical evidence regarding the influence of work stress and job satisfaction on employee performance, both individually and collectively. The approach used is quantitative with a causal research design, and data was collected through questionnaires. The number of respondents was 48 people selected using purposive sampling. Data analysis was conducted using multiple linear regression techniques with the assistance of SPSS software version 21.0 for Windows. The results of the study indicate that: (1) work stress has a negative and significant effect on employee performance; (2) job satisfaction has a positive and significant effect on employee performance; and (3) simultaneously, work stress and job satisfaction have a significant effect on employee performance.

Keywords: job satisfaction, employee performance, and work stress.

