

**PENGARUH MOTIVASI KERJA DAN STRES KERJA TERHADAP
KINERJA PEMBINA PRAMUKA SMP NEGERI SEKABUPATEN
BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk memperoleh hasil pengujian mengenai (1) pengaruh motivasi kerja terhadap kinerja pembina, (2) pengaruh stres kerja terhadap kinerja pembina, dan (3) pengaruh motivasi kerja dan stres kerja secara simultan terhadap kinerja pembina. Penelitian ini dilakukan pada Pembina Pramuka SMP Negeri Sekabupaten Buleleng. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan sumber data primer yang diperoleh melalui penyebaran kuesioner. Teknik pengambilan sampel yang digunakan adalah teknik sampel jenuh, yaitu teknik yang melibatkan seluruh anggota populasi sebagai sampel penelitian. Jumlah sampel dalam penelitian ini adalah 110 Pembina Pramuka SMP Negeri Sekabupaten Buleleng. Hasil penelitian menunjukkan bahwa (1) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pembina, (2) stres kerja berpengaruh positif dan signifikan terhadap kinerja pembina, dan (3) motivasi kerja dan stres kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja pembina. Berdasarkan hasil penelitian, disarankan agar pihak sekolah dan pemangku kepentingan memberikan perhatian terhadap peningkatan motivasi kerja serta pengelolaan stres kerja secara optimal guna meningkatkan kinerja Pembina Pramuka.

Kata kunci: motivasi kerja, stres kerja, kinerja, dan pembina pramuka

***THE EFFECT OF WORK MOTIVATION AND WORK STRESS ON THE JOB
PERFORMANCE OF SCOUTMASTERS AT PUBLIC JUNIOR HIGH
SCHOOLS IN BULELENG REGENCY***

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ABSTRACT

This study aimed to examine (1) the effect of work motivation on the job performance of Scoutmasters, (2) the effect of work stress on the job performance of Scoutmasters, and (3) the simultaneous effect of work motivation and work stress on the job performance of Scoutmasters. The study was conducted among Scoutmasters at public junior high schools throughout Buleleng Regency. This research employed a quantitative approach using primary data collected through questionnaire distribution. The sample was selected using the saturated sampling technique, in which all members of the population were included as research respondents. Accordingly, the sample consisted of 110 Scoutmasters from public junior high schools throughout Buleleng Regency. The findings revealed that (1) work motivation had a positive and significant effect on the job performance of Scoutmasters, (2) work stress had a positive and significant effect on the job performance of Scoutmasters, and (3) work motivation and work stress simultaneously had a positive and significant effect on the job performance of Scoutmasters. Based on these findings, it is recommended that schools and other relevant stakeholders pay greater attention to enhancing work motivation and effectively managing work stress in order to improve the job performance of Scoutmasters.

Keywords: work motivation, work stress, job performance, scoutmaster