

ABSTRAK
PENGARUH DISIPLIN KERJA, STRES KERJA DAN KEPEMIMPINAN
TERHADAP KINERJA KARYAWAN PT PD PAJA
PINANG MEDAN

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Tujuan dari penelitian berikut yaitu menguji serta menganalisis pengaruh disiplin kerja, stress kerja dan kepemimpinan terhadap kinerja karyawan pada PT PD Paja Pinang Medan. Ketidaksiplinan karyawan dalam mengikuti ketentuan waktu bekerja dan kehadiran berdampak pada tingginya tingkat ketidakhadiran dan keterlambatan karyawan bekerja di perusahaan. Stres kerja yang dirasa pegawai disebabkan karena beban terlalu berat, tekanan dari atasan untuk selalu menyelesaikan pekerjaan tepat waktu dan karyawan pengawasan yang terlalu ketat mengakibatkan tingginya tingkat turn over karyawan di perusahaan. Kinerja karyawan mengalami penurunan dan berdampak pada ketidaktercapaian target penjualan Crude Palm Oil dan Palm Kernel. Populasi berjumlah sebanyak 146 karyawan dan sample penelitian berjumlah 107 karyawan. Metode penelitian dengan teknik analisis regresi linear berganda.

Hasil perhitungan uji hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $4,504 > 1,983$ serta signifikan diperoleh $0,004 < 0,05$, dapat disimpulkan secara parsial Disiplin Kerja, Stress Kerja dan Kepemimpinan berdampak positive serta signifikan pada Kinerja Karyawan PT PD Paya Pinang Medan. hasil pengujian diperoleh nilai $F_{hitung} (21,658) > F_{tabel} (2, 69)$ dan probabilitas signifikansi $0,000 < 0,05$, disimpulkan secara simultan Disiplin Kerja, Stres Kerja dan Kepemimpinan berdampak positive serta signifikan kepada Kinerja Karyawan PT PD Paya Pinang Medan

Kata kunci : Disiplin Kerja, Stress Kerja, Kepemimpinan, Kinerja Karyawan

ABSTRACT
INFLUENCE OF WORK DISCIPLINE, WORK STRESS AND LEADERSHIP
ON EMPLOYEE PERFORMANCE
PT PD PAJA PINANG MEDAN

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The purpose of this study was to examine and analyze the effect of work discipline, work stress and leadership on employee performance at PT PD Paja Pinang Medan. Employee indiscipline in following the provisions of working time and attendance has an impact on the high level of absenteeism and tardiness of employees working in the company. Work stress experienced by employees is caused by workload that is too much, pressure from superiors to always finish work on time and employee supervision that is too tight resulting in high levels of employee turnover in the company. Employee performance has decreased and has an impact on the non-achievement of sales targets for Crude Palm Oil and Palm Kernel. The population was 146 employees and the sample in this study was 107 employees. The research method uses multiple linear regression analysis techniques. The calculation result of hypothesis testing partially obtained $t_{count} > t_{table}$ or $4.504 > 1.983$ and significant obtained $0.004 < 0.05$, $t_{count} > t_{table}$ or $4.109 > 1.983$ and significant obtained $0.000 < 0.05$, $t_{count} > t_{table}$ or $2.035 > 1.983$ and obtained significant $0.044 < 0.05$, means that partially Work Discipline, Job Stress and Leadership have positive and significant effect on the Performance of Employees of PT PD Paja Pinang Medan. the results of the test obtained the calculated F value $(21,658) > F$ table (2.69) and a significance probability of $0,000 < 0.05$, meaning that simultaneous Work Discipline, Job Stress and Leadership have positive and significant effect on Employee Performance of PT PD Paja Pinang Medan

Keywords: Work Discipline, Job Stress, Leadership, Employee Performance