

PENGARUH KOMPETENSI, STRES DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PT. DHAMMA NIAGA PLASTINDO

Harta Wijaya ¹⁾
Melkyory Andronicus ²⁾

Universitas Prima Indonesia (^{1,2})

Email :

hartawi31@gmail.com ¹⁾
Andromelky@gmail.com ²⁾

ABSTRAK

PT. Dhamma Niaga Plastindo bergerak dibidang pembuatan kantong plastik HD/plastik kresek. Beberapa permasalahan pada perusahaan yaitu kompetensi karyawan dalam hal SDM masih kurang, SDM mempunyai peranan penting bagi organisasi. Permasalahan tingkat stres karyawan, karyawan yang mendapatkan tekanan maupun stres akan mempengaruhi kinerja karyawan didalam perusahaan. Permasalahan kepuasan kerja karyawan, banyak aspek dalam pekerjaan karyawan yang belum sesuai dengan keinginan mereka. Sehingga menimbulkan permasalahan pada kinerja karyawan, perusahaan mengharapkan kinerja yang tinggi dari karyawan mereka.

Dalam penelitian metode yang digunakan adalah *deskriptif kuantitatif*, dengan sifat penelitian *explanatory research*. Populasi 130 responden, dengan menggunakan rumus Slovin diperoleh sampel penelitian menjadi 98 responden, sedangkan 30 responden untuk pengujian validitas dan reliabilitas dengan *simple random sampling*.

Hasil penelitian disimpulkan bahwa pengaruh kompetensi, stres dan kepuasan kerja secara Simultan (Uji F) berpengaruh positif terhadap kinerja karyawan dengan $F_{hitung} 17,808 > F_{tabel} 3.09$. Secara parsial (Uji t) kompetensi pengaruh positif dan signifikan terhadap kinerja karyawan dengan $t_{hitung} 1,672 > t_{tabel} 1.66105$, stres pengaruh positif dan kurang signifikan terhadap kinerja karyawan dengan $t_{hitung} 0,368 < t_{tabel} 1.66105$, dan kepuasan kerja pengaruh positif dan signifikan terhadap kinerja karyawan dengan $t_{hitung} 6,95 > t_{tabel} 1.66105$. Hasil uji koefisien determinasi (*R Square*) *Adjusted R Square* sebesar 0,342 artinya kompetensi, stres dan kepuasan kerja berpengaruh terhadap kinerja karyawan dengan tingkat persentase 34,2%, sedangkan sisanya 65,8% adalah faktor lain yang tidak diteliti oleh peneliti.

Kata kunci : Kompetensi, Stres, Kepuasan kerja dan Kinerja karyawan

THE EFFECTS OF COMPETENCY, STRESS AND JOB SATISFACTION ON EMPLOYEES PERFORMANCE IN PT. DHAMMA NIAGA PLASTINDO

Harta Wijaya ¹⁾
Melkyory Andronicus ²⁾

Universitas Prima Indonesia (^{1,2})

Email :

hartawi31@gmail.com ¹⁾
Andromelky@gmail.com ²⁾

ABSTRACT

PT. Dhamma Niaga Plastindo is a well-known manufacturer of HD/plastic bags. However, the company consider the needs of human resources development, particularly in improving the employees competence. Human resource (HR) has a vital role in organization. The human resources problems in this company is related to employees stress that may affect their work-performance. Concerning the employees job satisfaction, there are many aspects of the work of employees that should be improve to achieve their expectation. Contrary, the organization expects the high work-performance of employees.

The method used in this study is quantitative descriptive that featured with explanatory. The population 130 respondents. Total sample 98 were recognized by using the Slovin formula. Thirty respondents were used to testing the validity and reliability by simple random sampling.

The results of the study showed that the competency, stress and job satisfaction simultaneously (Test F) has a positive effect on employee performance with $F_{\text{count}} 17.808 > F_{\text{table}} 3.09$. Partially (t-test) revealed that competency has positive and significant influence on employee performance with $t_{\text{count}} 1.672 > t_{\text{table}} 1.66105$; while stress has positive and less significant effect on employee performance with $t_{\text{count}} 0.368 < t_{\text{table}} 1.66105$. However, the job satisfaction has a positive and significant influence on employee performance with $t_{\text{count}} 6.95 > t_{\text{table}} 1.66105$. The Adjusted R Square is 0.342 implies that the competency, stress and job satisfaction affected the employees performance with a percentage level of 34.2%, while the remaining 65.8% is affected by another factor excluded in this research.

Keywords: Competence, Stress, Job satisfaction and Employee performance