

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, komunikasi, dan stres kerja terhadap kinerja karyawan di PT. Sumatera Specialty Coffee. Sumber daya manusia merupakan elemen penting dalam mencapai tujuan perusahaan, sehingga pemahaman terhadap faktor-faktor yang memengaruhi kinerja karyawan sangat diperlukan. Data dikumpulkan melalui kuesioner yang telah diuji validitas dan normalitasnya. Hasil uji validitas menunjukkan bahwa seluruh item kuesioner valid dengan nilai r hitung $> 0,213$. Uji normalitas menggunakan Kolmogorov-Smirnov menunjukkan bahwa data berdistribusi normal (nilai signifikansi $0,200 > 0,05$). Hasil analisis regresi linear berganda menghasilkan persamaan $Y = 2.067 + 0.310X_1 + 0.304X_2 + 0.445X_3$, yang menunjukkan bahwa variabel disiplin kerja (X_1), komunikasi (X_2), dan stres kerja (X_3) berpengaruh positif terhadap kinerja karyawan. Nilai F hitung sebesar $98.024 > F$ tabel 2.72 dan signifikansi $0.000 < 0.05$ mengindikasikan bahwa ketiga variabel tersebut secara simultan berpengaruh signifikan terhadap kinerja karyawan. Dengan demikian, peningkatan disiplin kerja, efektivitas komunikasi, dan manajemen stres yang baik dapat mendorong peningkatan kinerja karyawan di PT. Sumatera Specialty Coffee.

Kata kunci: Disiplin kerja, komunikasi, stres kerja, kinerja karyawan, regresi linear

ABSTRAC

This study aims to analyze the influence of work discipline, communication, and work stress on employee performance at PT. Sumatera Specialty Coffee. Human resources are a vital element in achieving company goals, so understanding the factors that affect employee performance is essential. Data were collected through questionnaires that had been tested for validity and normality. The validity test results showed that all questionnaire items were valid with a correlation coefficient (r count) greater than 0.213. The normality test using the Kolmogorov-Smirnov method indicated that the data were normally distributed (significance value of $0.200 > 0.05$). The results of multiple linear regression analysis produced the equation $Y = 2.067 + 0.310X_1 + 0.304X_2 + 0.445X_3$, indicating that the variables of work discipline (X_1), communication (X_2), and work stress (X_3) have a positive influence on employee performance. The calculated F -value was $98.024 > F$ -table value of 2.72 , and the significance value of $0.000 < 0.05$ indicates that these three variables simultaneously have a significant effect on employee performance. Therefore, improving work discipline, enhancing communication effectiveness, and proper stress management can drive improvements in employee performance at PT. Sumatera Specialty Coffee.

Keywords: Work discipline, communication, work stress, employee performance, linear regression