

## ABSTRAK

**M.Priska Hadi Siregar,71180312080,Pengaruh Insentif Dan Stres Kerja Terhadap Kinerja Karyawan Di PT. Tembakau Deli Medica. Pada Tahun 2020,Dibimbing Oleh : Dr. Safrida.,S.E.,M.Si Selaku Dosen Pembimbing I dan Hj. Sri Elny.,S.E.,M.M Selaku Dosen Pembimbing II,Skripsi : 2022**

Secara umum hasil analisis penelitian menunjukkan bahwa tanggapan responden terhadap variabel-variabel penelitian ini secara umum sudah baik. Sedangkan dari hasil analisis pengujian terlihat bahwa semua variabel bebas/independent (Insentif Dan Stres Kerja) secara bersama-sama atau simultan memiliki pengaruh yang signifikan terhadap variabel terikat/dependen (kinerja karyawan) di PT. Tembakau Deli Medica. Dari hasil penelitian terlihat bahwa variabel bebas (Insentif) memiliki koefisien yang positif, yang berarti variabel bebas mempunyai pengaruh terhadap variabel Y (Kinerja Karyawan). Dari hasil penelitian terlihat bahwa variabel bebas (Stres Kerja) memiliki koefisien yang Negative, berarti variabel bebas tidak mempunyai pengaruh terhadap variabel Y (Kinerja Karyawan). Ada pengaruh yang signifikan antara pengembangan insentif terhadap Kinerja Karyawan, menunjukkan bahwa terdapat pengaruh positif variabel Insentif (X1), terhadap variabel Kinerja Karyawan (Y) yang ditunjukkan  $t\text{-Insentif} = 5,530$ , sedangkan  $t\text{-tabel} = 1,668$  maka  $t\text{-hitung} > t\text{-tabel}$  dengan demikian secara parsial ada pengaruh yang signifikan antara insentif terhadap Kinerja Karyawan. Tidak Ada pengaruh yang signifikan antara Stres Kerja terhadap Kinerja Karyawan, menunjukkan bahwa terdapat pengaruh negative variabel Insentif (X2), terhadap variabel Kinerja Karyawan (Y) yang ditunjukkan  $t\text{-Stres Kerja} = 0,929$ , sedangkan  $t\text{-tabel} = 1,668$  maka  $t\text{-hitung} < t\text{-tabel}$  dengan demikian secara parsial tidak ada pengaruh yang signifikan antara Stres Kerja terhadap Kinerja Karyawan. Hasil koefisien korelasi atau R sebesar 0,605 hal ini menunjukkan bahwa pengaruh Insentif dan Stres Kerja terhadap Kinerja Karyawan PT. Tembakau Deli Medica mempunyai pengaruh yang positif yaitu sebesar 60,5%. Hasil Koefisien Determinasi atau R square ( $R^2$ ) adalah 0,366 yang menunjukkan bahwa 36,6%.

**Kata kunci : Insentif,Stres Kerja,Kinerja Karyawan.**

### **ABSTRACT**

**M.Priska Hadi Siregar,71180312080,The *Effect of Incentives and Work Stress on Employee Performance at PT. Deli Medica Tobacco. In 2020, Supervised By: Dr. Safrida.,S.E.,M.Si as Advisor I and Hj. Sri Elny.,S.E.,M.M As Second Advisor, Thesis : 2022***

In general, the results of the research analysis show that the respondents' responses to the variables of this study are generally good. Meanwhile, from the test analysis results, it can be seen that all the independent/independent variables (incentives and work stress) together or simultaneously have a significant influence on the dependent/dependent variable (employee performance) at PT. Deli Medica Tobacco. From the research results, it can be seen that the independent variable (incentive) has a positive coefficient, which means that the independent variable has an influence on variable Y (Employee Performance). From the research results, it can be seen that the independent variable (Work Stress) has a negative coefficient, meaning that the independent variable has no influence on the Y variable (Employee Performance). There is a significant effect between the development of incentives on employee performance, indicating that there is a positive influence on the incentive variable (X1), on the employee performance variable (Y) which is indicated by  $t\text{-incentive} = 5.530$ , while  $t\text{-table}$  is 1.668, so  $t\text{-count} > t\text{-table}$  thus partially there is a significant influence between incentives on employee performance. There is no significant effect between Job Stress on Employee Performance, indicating that there is a negative influence on the Incentive variable (X2), on the Employee Performance variable (Y) which is indicated by  $t\text{-Work Stress} = 0.929$ , while the  $t\text{-table}$  is 1.668 then  $t\text{-count} < t\text{-Table}$  thus partially there is no significant effect between Job Stress on Employee Performance. The results of the correlation coefficient or R of 0.605 this indicates that the influence of incentives and work stress on employee performance at PT. Deli Medica tobacco has a positive effect that is equal to 60.5%. The result of the coefficient of determination or R square (R<sup>2</sup>) is 0.366 which shows that it is 36.6%.

***Keywords: Incentives, Work Stress, Employee Performance.***