

ABSTRACT

Edy Ramlan Tinambunan, NPM:71180712015, The Effect of Work Motivation, Work Stress and Work Environment on Employee Performance at PKS PT. Tasik Raja (AEP) Torgamba District, South Labuhan Batu Regency, North Sumatra Province. Under the guidance of Mrs. Desi Novita, S.P., M.Si as the Chairperson of the Thesis Advisory Commission and Mr. Muhammad Ilham Riyad, S.P., M.Si as a Member of the Thesis Advisory Commission.

The purpose of this study was to determine the effect of work motivation, work stress and work environment on employee performance. A total of 34 employees who became respondents in this study. This study uses the SEM (Structural Equation Modeling) method with the help of the SmartPLS (Partial Least Squares) application which includes the Outer Model and Inner Model.

The results showed that the level of work motivation (X1) had an average value of 4.39 meaning that it had a "Very Good" rating level, work stress (X2) had an average value of 3.12 meaning it had a "Poor Good" rating level and a good work environment. an average of 3.78 means that it has a "Good" rating level. The variables of work motivation and work environment simultaneously have a positive and significant effect on employee performance, but the work stress variable only has a positive but not significant effect on employee performance at PKS PT. Tasik Raja (AEP) Torgamba District, South Labuhan Batu Regency, North Sumatra Province. Based on the R Square value of 0.509, it is known that work motivation, work stress and work environment affect employee performance 50.9%, the remaining 49.1% is explained by other variables outside this study which were not examined.

Keywords: work motivation, work stress. Work Environment and Employee Performance

ABSTRAK

Edy Ramlan Tinambunan, NPM : 71180712015, Pengaruh Motivasi Kerja, Stres Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan di PKS PT. Tasik Raja (AEP) Kecamatan Torgamba, Kabupaten Labuhan Batu Selatan, provinsi Sumatera Utara. Di bawah bimbingan Ibu Desi Novita,S.P.,M.Si selaku Ketua Komisi Pembimbing Skripsi dan Bapak Muhammad Ilham Riyad,S.P.,M.Si selaku Anggota Komisi Pembimbing Skripsi.

Tujuan Penelitian ini untuk mengetahui pengaruh motivasi kerja, stres kerja dan lingkungan kerja terhadap kinerja karyawan. Sebanyak 34 karyawan yang menjadi Responden di penelitian ini. Penelitian ini menggunakan Metode SEM (*Structural Equation Modelling*) dengan bantuan aplikasi SmartPLS (*Partial Least Squares*) yang meliputi *Outer Model* dan *Inner Model*.

Hasil penelitian menunjukkan bahwa tingkat motivasi kerja (X1) bernilai rata rata sebesar 4,39 artinya memiliki tingkat penilaian “Sangat Baik”, stres kerja (X2) bernilai rata rata sebesar 3,12 artinya memiliki tingkat penilaian “Kurang Baik” dan lingkungan kerja bernilai rata rata sebesar 3,78 artinya memiliki tingkat penilaian “Baik”. Variabel motivasi kerja, dan lingkungan kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan akan tetapi variabel stres kerja hanya berpengaruh positif namun tidak signifikan terhadap kinerja karyawan di PKS PT. Tasik Raja (AEP) Kecamatan Torgamba, Kabupaten Labuhan Batu Selatan, Provinsi Sumatera Utara. Berdasarkan nilai R Square sebesar 0,509 diketahui bahwa motivasi kerja, stres kerja dan lingkungan kerja berpengaruh terhadap kinerja karyawan 50,9% sisanya 49,1% dijelaskan oleh variabel lain diluar penelitian ini yang tidak diteliti.

Kata Kunci: Motivasi kerja, Stres Kerja. Lingkungan kerja dan Kinerja Karyawan