

ABSTRAK

Penelitian ini berjudul “Pengaruh Stres Kerja Terhadap Prestasi Kerja Pegawai di Badan Pendidik dan Pelatihan Daerah Provinsi Jawa Barat”. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh stres kerja terhadap prestasi kerja pegawai di Badan Pendidik dan Pelatihan Daerah Provinsi Jawa Barat. Peneliti menggunakan metode deskriptif dengan pendekatan kuantitatif. Populasi penelitian ini adalah pegawai di Badan Pendidik dan Pelatihan Daerah Provinsi Jawa Barat sebanyak 113, dan sampel penelitian ini sebanyak 53 orang. Berdasarkan hasil pengolahan data menggunakan *Weighted Means Score* (WMS) diperoleh tingkat kecenderungan umum dari variabel X (Stres Kerja) sangat tinggi dengan skor rata-rata sebesar 4,25. Sedangkan tingkat kecenderungan umum dari variabel Y (Prestasi Kerja Pegawai) menunjukkan sangat baik dengan skor rata-rata sebesar 4,48. Berdasarkan hasil uji normalitas menunjukkan bahwa variabel X dan Y berdistribusi normal. Berdasarkan hasil nilai koefisien korelasi variabel X dan variabel Y adalah sebesar 0,710, maka dapat disimpulkan bahwa hubungan antara dua variabel berada pada kategori kuat dan terdapat korelasi yang positif. Berdasarkan hasil uji signifikan diketahui bahwa $t_{hitung} > t_{tabel}$ yaitu $7,193 > 2,076$. Dengan demikian dapat dinyatakan bahwa terdapat hubungan yang signifikan antara variabel X (Stres Kerja) dan variabel Y (Prestasi Kerja Pegawai), artinya pengaruh antara stres kerja dan prestasi kerja pegawai dapat berlaku untuk semua populasi. Sedangkan hasil perhitungan uji determinasi diketahui bahwa variabel X memberikan pengaruh terhadap variabel Y sebesar 50,4% dan sisanya sebesar 49,6% dipengaruhi oleh faktor lain. Berdasarkan hasil pengujian statistik secara keseluruhan dapat disimpulkan bahwa “Terdapat Pengaruh yang Positif dan Signifikan antara stres kerja terhadap prestasi kerja pegawai di Badan Pendidik dan Pelatihan Daerah Provinsi Jawa Barat” terbukti kebenarannya atau dapat diterima.

ABSTRACT

The study entitled “The Influence Of Job Stress On Work Performance Employees In Education and Training Agency of West Java”. This research aims to find out how big the effect of job stress on work performance employees in Education and Training Agency of West Java. Researchers used a descriptive approach to quantitative methods. The population of this research was a clerk in Education and Training Agency of West Java as much as 113, and the sample of this research as many as 53 people. Based on the results of processing the data using Weighted Means Score (WMS) obtained the level of the general trend of variable X (Working Stress) with a very high average score of 4.25. While the general trend of the rate of the variable Y (Employee work achievement) showed very good with average score of 4,48. Based on results of test of normality indicate that variable X and Y Gaussian normal. Based on the results of the normality test showed that the variables X and Y are normally distributed. Based on the results of the correlation coefficient variables X and Y is equal to 0.710, it can be concluded that the relationship between the two variables are in the category of strong and positive correlation. Based on the test results significantly known that $t_{count} > t_{table}$ is $7.193 > 2.076$. Thus it can be stated that there is a significant relationship between the variables X (Work Stress) and Y (Job Performance Employees), meaning that the effect between job stress and job performance of employees can apply to all populations. While the results of test calculations determination is known that the variable X to Y variable effect of 50.4% and the remaining 49.6% is influenced by other factors. Based on the overall results of statistical tests can be concluded that "There is a positive and significant influence between work stress on the performance of employees in Education and Training Agency of West Java." Unsubstantiated or acceptable.