

**Pengaruh Beban Kerja dan Stres Kerja Terhadap Kinerja Karyawan PT.
Pindo Deli Pulp & Paper Mills 2 Karawang (Study Pada Karyawan
Departemen Purchasing)**

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja dan stres kerja terhadap kinerja karyawan di Departemen Purchasing PT. Pindo Deli Pulp & Paper Mills 2 karawang. Latar belakang penelitian didasari oleh temuan awal bahwa meskipun pencapaian kinerja departemen tergolong tinggi, terdapat indikasi tekanan kerja yang signifikan di kalangan karyawan, seperti kelelahan, stres, dan keterlambatan penyelesaian tugas. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui kuesioner terhadap 30 responden dengan indikator pengukuran berdasarkan teori Kasmir dan Robbins. Teknik analisis data meliputi uji validitas, reliabilitas, uji asumsi klasik, analisis regresi linier berganda, serta uji hipotesis parsial (ujit t) dan simultan (uji F), dengan bantuan perangkat lunak IBM SPSS. Hasil penelitian ini menunjukkan bahwa beban kerja dan stres kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan, baik secara parsial maupun simultan. Nilai koefisien determinasi (R^2) sebesar 0,198 menunjukkan bahwa 19,8% variasi kinerja karyawan dapat dijelaskan oleh kedua variabel tersebut, sedangkan sisanya dipengaruhi oleh faktor lain di luar penelitian. Berdasarkan hasil tersebut, perusahaan disarankan untuk mengelola beban kerja dan mengurangi faktor penyebab stres kerja guna menjaga stabilitas kinerja karyawan secara berkelanjutan.

Kata kunci: Beban Kerja, Stres Kerja, Kinerja Karyawan

The Influence of Workload and Work Stress on Employee Performance at PT. Pindo Deli Pulp & Paper Mills 2 Karawang (A Study on Employee in the Purchasing Departement)

ABSTRACT

This study aims to analyze the influence of workload and work stress on employee performance in the Purchasing Department of PT. Pindo Deli Pulp & Paper Mills 2 Karawang. The background of this research is based on initial findings which indicate that although the department's performance achievement is relatively high, there, and delays in task completion. This research uses a quantitative approach with a survey method. Data were collected through questionnaires distributed to 30 respondents, with measurement indicators based on the theories of Kasmir and Robbins. The data analysis techniques include validity, as well as partial (t-test) and simultaneous (F-test) hypothesis testing, using IBM SPSS software. The results of this study show that workload and work stress have a negative and significant effect on employee performance, both partially and simultaneously. The coefficient of determination (R^2) value of 0,198 indicates that 19,8% of the variation in employee performance can be explained by these two variables, while the remaining 80,2% is influenced by other factors outside the study. Based on these findings, it is recommended that the company manage workload and reduce the factors causing work stress to maintain sustainable employee performance.

Keywords: Workload, Work stress, Employee Performance