

The Effect of Work Motivation, Work Stress, and Quality of Work Life on Employee Performance at PT Sankyu Indonesia International Krakatau Steel In Site Cilegon

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ABSTRACT

This research is a quantitative study that intends to find out and prove whether there is an influence between work motivation, work stress, and quality of work life on the performance of employees at PT Sankyu Indonesia International Krakatau Steel In Site Cilegon, either partially or simultaneously. The population in this study were employees of level R2 with a sample of 85 employees obtained through the saturated sampling technique. Data was obtained through the distribution of questionnaires with google form. The analytical techniques applied in this research are the descriptive analysis technique and inferential analysis using the SMARTPLS 3.2.9 statistical test tool. Meanwhile, the hypothesis test is t-test and f-test using a significance level of 5% (0.05). The results of this study indicate (1) work motivation has a positive and significant effect on employee performance; (2) work stress has a positive and significant effect on employee performance; (3) Quality of Work Life has a positive and significant effect on employee performance; (4) Work motivation, work stress, and quality of work life simultaneously affect employee performance.

Keywords: *Work Motivation, Work Stress, Quality of Work Life, And Employee Performance*

**Pengaruh Motivasi Kerja, Stres Kerja, dan *Quality of Work Life*
Terhadap Kinerja Karyawan PT Sankyu Indonesia *International*
Krakatau Steel *In Site* Cilegon**

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ABSTRAK

Penelitian ini merupakan suatu penelitian kuantitatif yang bermaksud untuk mengetahui dan membuktikan apakah terdapat pengaruh antara motivasi kerja, stres kerja, dan *quality of work life* terhadap kinerja karyawan di PT Sankyu Indonesia *International* Krakatau Steel *In Site* Cilegon baik secara parsial maupun simultan. Populasi dalam penelitian ini adalah karyawan tingkat R2 dengan sampel berjumlah 85 karyawan yang didapat melalui teknik sampling jenuh. Data didapatkan melalui penyebaran kuesioner dengan *google form*. Teknik analisis yang diterapkan pada penelitian ini adalah teknik analisis deskriptif dan analisis inferensial menggunakan bantuan alat uji statistik *SMARTPLS* 3.2.9. Sedangkan uji hipotesis yang dilakukan adalah uji t dan uji f menggunakan tingkat signifikansi 5% (0.05). Hasil penelitian ini menunjukkan (1) Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; (2) Stres kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; (3) *Quality of Work Life* berpengaruh positif dan signifikan terhadap kinerja karyawan; (4) Motivasi kerja, stres kerja, dan *quality of work life* secara simultan berpengaruh terhadap kinerja karyawan.

Kata Kunci: Motivasi Kerja, Stres Kerja, *Quality of Work Life*, dan Kinerja Karyawan