

***The Effect of Work Stress, Compensation and Work Training
Towards Work Performance at R.house AutoDetailing Business
Entity***

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ABSTRACT

This research was conducted with the aim of testing the effect of work stress, compensation and training on employee performance empirically. In this study, the independent variables are work stress, compensation and training. With performance as the dependent variable. The type of research used is quantitative research. The sample used is a mechanic at the R.house business entity using a sampling technique, a saturated sample technique which means that the entire population is used as a sample. Respondent data was obtained by questionnaires which were distributed directly to 32 mechanics. The data analysis technique used is the t test and the coefficient of determination using the SmartPLS 3.0 software and the F (simultaneous) test manually. The results of this study stated that a significant effect was found in the relationship between work stress and performance, in the relationship between compensation and performance there was no significant effect. It was found that there was a significant effect between training and performance and also job stress, compensation and performance had a significant effect simultaneously on performance.

Keywords: Compensation, Work Stress, Work Training and Work Performance.

**PENGARUH STRESS KERJA, KOMPENSASI, DAN PELATIHAN BODY
REPAIR OTOMOTIF TERHADAP KINEJRA MONTIR DI BADAN
USAHA R HOUSE AUTODETAILING**

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ABSTRAK

Riset ini ditujukan guna menguji pengaruh stress kerja, kompensasi dan pelatihan terhadap kinerja karyawan secara empiris. Pada riset ini mempergunakan variabel independen yakni stress kerja, kompensasi dan juga pelatihan. Dengan kinerja sebagai variabel dependen. Jenis riset yang dipergunakan ialah riset kuantitatif. Sampel yang dipergunakan ialah montir pada Badan usaha R.house dengan mempergunakan teknik pengambilan sampel, teknik sampel jenuh yang berarti bahwa keseluruhan populasi dijadikan sebagai sampel. Data responden dikumpulkan melalui penyebaran kuesioner secara langsung kepada 32 montir. Teknik analisa data yang dipergunakan ialah Uji t dan koefisien determinasi dengan mempergunakan software SmartPLS 3.0 serta Uji F (simultan) secara manual. Hasil dari riset ini mengemukakan bahwa ditemukan pengaruh yang signifikan dalam hubungan stress kerja dan kinerja, dalam hubungan kompensasi dengan kinerja tidak ditemukan pengaruh yang signifikan, ditemukan signifikansi pengaruh antara pelatihan dengan kinerja dan juga stress kerja, kompensasi dan kinerja berdampak yang signifikan secara simultan terhadap kinerja.

Kata Kunci : Kinerja, Kompensasi, Pelatihan dan Stress Kerja.