

The Influence of Work Ethic, Work Discipline, and Work Stress on Employee Performance in The Secretariat of The Administration City of East Jakarta

By Bayu Sukma Wisesajati

Abstract

This research's purpose is to determine and prove the influence of self-efficacy, organizational justice, and perceived organizational support on organizational citizenship behavior. This research analyzes 48 staff in Secretariat of the Administration City of East Jakarta as a sample, with a sampling technique using a Probability Sampling technique and Simple Random Sampling by spin-wheels. The SEM based PLS is chosen as data analysis technique in this study. The results of the study shows that (1) Work Ethic has a positive and significant effect on Employee Performance in the Secretariat of the Administration City of East Jakarta, (2) Work Discipline has a positive and significant effect on Employee Performance in the Secretariat of the Administration City of East Jakarta, (3) Work Stress has a positive and significant effect on Employee Performance in the Secretariat of the Administration City of East Jakarta.

Keywords: *work ethic, work discipline, work stress, employee performance*

**Pengaruh Etos Kerja, Disiplin Kerja, dan Stres Kerja Terhadap Kinerja
Pegawai Sekretariat Kota Administrasi Jakarta Timur**

Oleh Bayu Sukma Wisesajati

Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh etos kerja, disiplin kerja, dan stres kerja terhadap kinerja *Pegawai*. Penelitian ini menggunakan 48 Pegawai Sekretariat Kota Administrasi Jakarta Timur sebagai sampel, dengan teknik pengambilan sampel menggunakan *Probability Sampling* dan *Simple Random Sampling* dengan cara *spin-wheels*. Teknik analisis data yang digunakan adalah SEM berbasis PLS. Hasil penelitian menunjukkan (1) etos kerja berpengaruh positif dan signifikan terhadap kinerja Pegawai Sekretariat Kota Administrasi Jakarta Timur, (2) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja Pegawai Sekretariat Kota Administrasi Jakarta Timur, (3) stres kerja berpengaruh positif dan signifikan terhadap kinerja Pegawai Sekretariat Kota Administrasi Jakarta Timur.

Kata Kunci: etos kerja, disiplin kerja, stres kerja, kinerja pegawai