

***Self-Efficacy* sebagai Variabel Moderasi pada Pengaruh Beban Kerja dan Stres Kerja terhadap Kinerja Karyawan PT PAL Surabaya**

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ABSTRAK

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh beban kerja dan stres kerja terhadap kinerja karyawan PT PAL Surabaya *self efficacy* sebagai variabel moderasi. Proses pengumpulan data melalui kuesioner dengan google form skala likert kepada karyawan divisi produksi PT PAL Surabaya dengan responden sebanyak 100 orang. Teknik analisis data yang digunakan adalah SEM berbasis PLS. Hasil penelitian menunjukkan (1) beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (2) stres kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) *Self Efficacy* dapat memperlemah atau memoderasi pengaruh beban kerja atas kinerja karyawan, (4) *Self Efficacy* dapat memperlemah atau memoderasi pengaruh stres kerja atas kinerja karyawan.

Kata Kunci : Beban kerja, stres kerja, kinerja karyawan, dan *self efficacy*

Self-Efficacy as a Moderating Variable on the Effect of Workload and Work Stress on PT PAL Surabaya Employee Performance

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ABSTRACT

This research is a quantitative study which aims to determine the effect of workload and work stress on the performance of PT PAL Surabaya employees' self-efficacy as a moderating variable. The data collection process was through a questionnaire with a Google form on a Likert scale for employees of the production division of PT PAL Surabaya with 100 respondents. The data analysis technique used is PLS-based SEM. The research results show (1) workload has a positive and significant effect on employee performance (2) work stress has a positive and significant effect on employee performance, (3) Self Efficacy can weaken or moderate the influence of workload on employee performance, (4) Self Efficacy can weaken or moderate the influence of work stress on employee performance.

Keywords: Workload, work stress, employee performance, and self-efficacy