

**PENGARUH KOMPETENSI, PEMBERDAYAAN PEGAWAI
DAN STRESS KERJA TERHADAP KINERJA PEGAWAI
BIRO PERENCANAAN SEKRETARIAT JENDERAL
KEMENTERIAN PERTAHANAN**

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Abstrak

Penelitian ini dilakukan untuk menganalisis pengaruh Kompetensi, Pemberdayaan Pegawai dan Stress kerja terhadap Kinerja pegawai di Biro Perencanaan Setjen Kemhan. Sampel penelitian yang digunakan adalah 89 pegawai. Pengumpulan data menggunakan kuesioner yang dianalisis menggunakan Analisis Jalur untuk melihat hubungan antar variabelnya. Hasil analisis menunjukkan bahwa Kompetensi berpengaruh langsung terhadap Stress kerja sebesar 10,82% dengan nilai koefisien jalur sebesar 0,329. Pemberdayaan pegawai berpengaruh langsung terhadap Stress kerja sebesar 8,78% dengan nilai koefisien jalur sebesar 0,276. Kompetensi berpengaruh langsung terhadap Kinerja pegawai sebesar 12,25% dengan nilai koefisien jalur sebesar 0,350. Kompetensi juga berpengaruh tidak langsung terhadap Kinerja pegawai yaitu melalui Stress kerja sebesar 9,90%. Pemberdayaan berpengaruh langsung terhadap Kinerja pegawai sebesar 26,62% dengan nilai koefisien jalur sebesar 0,516. Pemberdayaan juga berpengaruh tidak langsung terhadap Kinerja pegawai yaitu melalui Stress kerja sebesar 15,53%. Dan Stress kerja berpengaruh langsung terhadap Kinerja pegawai sebesar 7,06% dengan nilai koefisien jalur sebesar 0,301.

Kata kunci : Kompetensi, Pemberdayaan Pegawai, Stress Kerja dan Kinerja Pegawai

THE INFLUENCE OF COMPETENCE, EMPLOYEE EMPOWERMENT AND STRESS AT WORK TOWARD EMPLOYEE PERFORMANCE IN THE BUREAU OF PLANNING OF THE SECRETARIATE GENERAL, MINISTRY OF DEFENSE

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Abstract

This study was conducted to analyze the influence of competence, employee empowerment and stress at work toward employee performance in the Bureau of Planning of the Secretariate General, Ministry of Defense. The sample used was 89 employees. Method of collecting data was using questionnaires which were then analyzed using path analysis to examine the relationship between variables. The analysis shows that the competencies directly influence the stress at work of 10.82% with a path coefficient of 0.329. Empowering employees directly influence the stress at work of 8.78% with a path coefficient of 0.276. Competence directly influence employee performance by 12.25% with the value of the path coefficient of 0.350. While, competence has indirectly influences employee performance through stress at work of 9.90%. Empowerment directly influence employee performance by 26.62% with the value of the path coefficient value of 0.516. Empowerment has indirectly influences employee performance through stress at work 15.53%. Stress at work directly influence employee performance by 7,06% to the value of the path coefficient of 0.301.

Keywords : Competence, Employee Empowerment, Stress at work and Employee Performance