

**PENGARUH STRES DAN IKLIM KERJA TERHADAP KINERJA
PEGAWAI MELALUI KEPUASAN KERJA DI LINGKUNGAN
DIREKTORAT PENGEMBANGAN DAN
PERLUASAN KESEMPATAN KERJA DI JAKARTA**

Agung Sayudi

Abstrak

Penelitian ini dilakukan untuk mengetahui faktor penyebab rendahnya kinerja pegawai di lingkungan Direktorat Pengembangan Dan Perluasan Kesempatan Kerja - Kementerian Ketenagakerjaan. Adapun faktor yang diduga mempengaruhi kinerja pegawai adalah stres, iklim kerja dan kepuasan kerja. Disamping itu, faktor stres dan iklim kerja diduga juga mempengaruhi tingkat kepuasan kerja. Penelitian ini mengambil responden para pegawai di lingkungan Direktorat Pengembangan Dan Perluasan Kesempatan Kerja - Kementerian Ketenagakerjaan yang berjumlah 50 orang. Teknik pengambilan data menggunakan sampel jenuh, dimana seluruh populasi digunakan sebagai sampel. Sedangkan teknik yang digunakan dalam menganalisis penelitian menggunakan analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa stres kerja tidak berpengaruh terhadap kepuasan kerja ($p=0.571$; $t=0.571$; $\beta_{31}=0.085$), iklim kerja berpengaruh terhadap kepuasan kerja ($p=0.002$; $t=3.289$; $\beta_{32}=0.489$), stres kerja berpengaruh terhadap kinerja ($p=0.010$; $t=2.692$; $\beta_{Y1}=0.314$), kepuasan kerja berpengaruh terhadap kinerja ($p=0.000$; $t=5.225$; $\beta_{Y3}=0.602$), iklim kerja berpengaruh terhadap kinerja ($p=0.000$; $t=4.344$; $\beta_{Y2}=0.507$), stres kerja dan iklim kerja secara simultan berpengaruh terhadap kepuasan kerja ($p=0.000$; $t=3.807$; $\beta_{31+2}=0.206$) dan stres kerja dan iklim kerja secara simultan tidak berpengaruh terhadap kinerja ($p=0.951$; $t=0.061$; $\beta_{Y1+2}=0.510$). Berdasarkan hasil penelitian tersebut, disimpulkan bahwa variabel stres kerja pada penelitian ini mempunyai pengaruh yang cukup besar dalam menentukan kinerja pegawai, namun tidak berpengaruh terhadap kepuasan kerja, sedangkan variabel iklim kerja mempunyai pengaruh yang besar terhadap kepuasan kerja pegawai dan Kinerja. Disamping itu, kepuasan kerja mempunyai pengaruh yang signifikan terhadap kinerja.

Kata Kunci : stres kerja, iklim kerja, kepuasan kerja, kinerja

**THE INFLUENCE OF STRESS AND CLIMATE WORK OF THE
PERFORMANCE OF EMPLOYEES THROUGH SATISFACTION WORK,
SETTING IN DIRECTORATE DEVELOPMENT AND EXPANSION
EMPLOYMENT OPPORTUNITIES, JAKARTA**

Agung Sayudi

Abstract

This research was conducted to find out the cause factor of low performance of employees Setting in Directorate Development and expansion employment opportunities - Ministry of Manpower. As for the factors that are thought to affect the performance of an employee is stress, climate and job satisfaction. In addition, stress factors and climate also affects the level of alleged employment job satisfaction. This research takes the respondent Setting in Directorate Development and expansion employment opportunities - Ministry of Manpower that add up to 50 people. Technique the data using “*sampel jenuh*”. While techniques used in analyze the research uses path analysis. The research results show that job stress has not been affecting the Job satisfaction ($p=0.571$; $t=0.571$; $\beta_{31}=0.085$). Climate work impact on job satisfaction ($p=0.002$; $t=3.289$; $\beta_{32}=0.489$), Job stress of its effect on the job performance ($p=0.010$; $t=2.692$; $\beta_{Y1}=0.314$), Job Satisfaction influential on Job performance ($p=0.000$; $t=5.225$; $\beta_{Y3}=0.602$), Working climate impact on the job performance ($p=0.000$; $t=4.344$; $\beta_{Y2}=0.507$), Job stress and working climate simultaneously impact on job satisfaction ($p=0.000$; $t=3.807$; $\beta_{31+2}=0.206$), and job stress and work climate simultaneously has not been affecting the job performance ($p=0.951$; $t=0.061$; $\beta_{Y1+2}=0.510$). Based on this research, concluded that variable job stress to research this have an quite high in determine job performance, but has not been affecting the job satisfaction, while variable working climate have a significant effect on job satisfaction and job performance civil servants. In addition to that, job satisfaction have significant influence on the job performance.

Keyword : Work stress, work climate, job satisfaction, job performance