

ABSTRAK

Liswan CinthiaDewi, NPM : 121. 0921. 037, Pengaruh Motivasi Kerja, Stres Kerja Dan Pengalaman Kerja Terhadap Kinerja Karyawan Bagian *Field Operation* PT. Mitsubishi Jaya Elevator And Escalator Jakarta.

Penelitian ini bertujuan untuk mengetahui baik secara parsial maupun bersama-sama pengaruh Motivasi Kerja, Stres Kerja dan Pengalaman Kerja Terhadap Kinerja Karyawan Bagian *Field Operation* PT. Mitsubishi Jaya Elevator And Escalator Jakarta.

Dalam penelitian ini terdapat satu variabel terikat yaitu Kinerja Karyawan dan tiga variabel bebas yaitu Motivasi Kerja, Stres Kerja, dan Pengalaman kerja. Pengukuran variabel dilakukan dengan kuesioner tertutup menggunakan scoring model Likert. Jumlah karyawan untuk populasi sebanyak 264 orang dan dalam pengambilan sampel menggunakan rumus Slovin sehingga didapat 72 sampel penelitian. Teknik analisis yang digunakan dalam penelitian ini adalah teknik analisis regresi linier berganda dengan menggunakan SPSS.

Hasil penelitian menunjukkan bahwa secara parsial Motivasi Kerja dan Pengalaman Kerja berpengaruh signifikan positif terhadap Kinerja Karyawan, hal tersebut dibuktikan dengan hasil konstanta regresi b Motivasi Kerja sebesar $+0,606X_1$ dan hasil konstanta regresi b Pengalaman Kerja sebesar $+0,540X_3$. Dan hasil Stres Kerja secara parsial berpengaruh negatif terhadap Kinerja Karyawan, hal tersebut dibuktikan dengan hasil konstanta regresi b Stres Kerja sebesar $-0,366X_2$. Sedangkan hasil penelitian secara bersama-sama membuktikan bahwa terdapat pengaruh Motivasi Kerja, Stres Kerja, dan Pengalaman Kerja terhadap Kinerja karyawan bagian *Field Operation* PT. Mitsubishi Jaya Elevator And Escalator Jakarta, hal tersebut dibuktikan dengan persamaan regresi yang terbentuk : $Y = 3,799 + 0,461X_1 - 0,133X_2 + 0,431X_3$.

Kata Kunci : Motivasi Kerja, Stres Kerja, Pengalaman Kerja dan Kinerja Karyawan.

ABSTRACT

Liswan CinthiaDewi, NPM : 121. 0921. 037, "Effect of Work Motivation, Work Stress and Work Experience Toward Employee Performance on Field Operation Department PT. Mitsubishi Jaya Elevator and Elevator Jakarta".

This study aims to determine in both partially and collectively the effect of Work Motivation, Work Stress and Work Experience toward Employee Performance on field operation department PT. Mitsubishi Jaya Elevator and Elevator Jakarta.

In this study, one dependent variable is Employee Performance and another three independent variables; namely Work Motivation, Work Stress, and Work Experience. Measurement of those variables is done by utilizing Likert scoring models. Number of employees at field operation department is 264 people and based on Slovin formula, for this study, samples of 72 respondents is good enough. The analysis technique used in this study is the technique analysis of multiple linear regression, using the SPSS.

The results showed that in partially Work Motivation and Work Experience are significantly positive effect on Employee Performance, it is evidenced by the results of the regression constant b of Work Motivation $+0,606X_1$ and results of the regression constant b of Work Experience $+0,540X_3$. And for Work Stress in partially results showed negatively effect on Employee Performance, it is evidenced by the results of the regression constant b of Work Stress $-0,366X_2$. While the research results collectively (together) showed that there are effect of Work Motivation, Work Stress, and Work Experience toward Employee Performance on Field Operations department PT. Mitsubishi Jaya Elevator And Escalator Jakarta, it is evidenced by the regression equation formed : $Y = 3.799 + 0,461X_1 - 0,133X_2 + 0,431X_3$.

Keywords: Work Motivation, Work Stress, Work Experience and Employee Performance.