

**ANALISIS PENGARUH STRES KERJA, BEBAN KERJA, DAN ROTASI
KERJA TERHADAP KINERJA KARYAWAN DENGAN BUDAYA
ORGANISASI SEBAGAI VARIABEL MODERASI PADA PT.
PELAYARAN KORINDO**

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Abstrak

Penelitian ini menguji pengaruh Stres Kerja, Beban Kerja, dan Rotasi Kerja terhadap Kinerja Karyawan, dengan Budaya Organisasi sebagai variabel pemoderasi pada awak kapal PT. Pelayaran Korindo. Risiko tinggi di sektor kemaritiman menuntut pengelolaan beban psikologis dan fisik pelaut untuk mencegah fatigue dan human error. Metode penelitian menggunakan pendekatan kuantitatif kausalitas dengan teknik sensus (total sampling). Data primer dikumpulkan secara cross-sectional melalui kuesioner dan dianalisis menggunakan Partial Least Square - Structural Equation Modeling (PLS-SEM) via SmartPLS. Hasil penelitian membuktikan bahwa Stres Kerja dan Beban Kerja berpengaruh negatif dan signifikan terhadap kinerja, sementara Rotasi Kerja berpengaruh positif dan signifikan. Selain itu, Budaya Organisasi terbukti memiliki fungsi ganda (bifurkasi fungsional) bertindak sebagai peredam (buffering effect) atas dampak negatif stres dan beban kerja, sekaligus sebagai penguat (amplifying effect) atas dampak positif rotasi kerja terhadap performa pelaut.

Kata Kunci: *Kinerja Karyawan, Stres Kerja, Beban Kerja, Rotasi Kerja, Budaya Organisasi, Pelaut, Job Demands-Resources Model.*

ANALYSIS OF THE IMPACT OF WORK STRESS, WORKLOAD, AND JOB ROTATION ON EMPLOYEE PERFORMANCE WITH ORGANIZATIONAL CULTURE AS A MODERATING VARIABLE AT PT. PELAYARAN KORINDO

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Abstract

This study examines the impact of Work Stress, Workload, and Job Rotation on Employee Performance, utilizing Organizational Culture as a moderating variable among the crew of PT. Pelayaran Korindo. The high-risk nature of the maritime sector necessitates the effective management of seafarers' psychological and physical burdens to mitigate fatigue and human error. This research adopts a quantitative causality approach, employing a census technique (total sampling). Primary data were collected cross-sectionally via questionnaires and analyzed using Partial Least Square - Structural Equation Modeling (PLS-SEM) through SmartPLS. The findings demonstrate that Work Stress and Workload have a negative and significant effect on performance, whereas Job Rotation exerts a positive and significant impact. Furthermore, Organizational Culture is proven to possess a dual function (functional bifurcation): it acts as a buffering effect against the negative consequences of stress and workload, while simultaneously serving as an amplifying effect that maximizes the positive outcomes of job rotation on seafarers' performance.

Keywords: *Employee Performance, Work Stress, Workload, Job Rotation, Organizational Culture, Seafarers, Job Demands-Resources Model.*