

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh stres kerja, beban kerja, dan motivasi kerja terhadap kinerja karyawan pada Perumda Tirta Pase Kabupaten Aceh Utara. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian berjumlah 91 karyawan dan seluruhnya dijadikan sampel dengan teknik sampel jenuh. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linier berganda dengan bantuan SPSS. Hasil penelitian menunjukkan bahwa secara parsial stres kerja, beban kerja, dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai signifikansi masing-masing sebesar 0,000 ($<0,05$). Secara simultan, ketiga variabel tersebut juga berpengaruh signifikan terhadap kinerja karyawan. Nilai koefisien determinasi (R^2) sebesar 0,653 menunjukkan bahwa 65,3% variasi kinerja karyawan dapat dijelaskan oleh stres kerja, beban kerja, dan motivasi kerja, sedangkan sisanya 34,7% dipengaruhi oleh faktor lain di luar penelitian.

Kata Kunci: stres kerja, beban kerja, motivasi kerja, kinerja karyawan.

ABSTRACT

This study aims to analyze the effect of work stress, workload, and work motivation on employee performance at Perumda Tirta Pase, North Aceh Regency. This research employed a quantitative approach using a survey method. The study population consisted of 91 employees, all of whom were selected as the sample using the saturated sampling technique. Data were collected through questionnaires and analyzed using multiple linear regression with the assistance of SPSS software. The results showed that, partially, work stress, workload, and work motivation had a positive and significant effect on employee performance, with a significance value of 0.000 ($p < 0.05$) for each variable. Simultaneously, the three independent variables also had a significant effect on employee performance. The coefficient of determination (R^2) was 0.653, indicating that 65.3% of the variation in employee performance could be explained by work stress, workload, and work motivation, while the remaining 34.7% was influenced by other factors outside the scope of this study.

Keywords: *work stress, workload, work motivation, employee performance.*