

ABSTRAK

Nama : MUHAMMAD KHALIS
Program Studi : Program Magister Ilmu Manajemen
Judul : PENGARUH STRES KERJA DAN LINGKUNGAN
KERJA FISIK TERHADAP KINERJA TENAGA
KEPERAWATAN MELALUI MOTIVASI KERJA PADA
RSUD DR. ZUBIR MAHMUD IDI RAYEUK

Penelitian ini bertujuan menganalisis pengaruh stres kerja dan lingkungan kerja fisik terhadap kinerja tenaga keperawatan dengan motivasi kerja sebagai variabel mediasi pada RSUD dr. Zubir Mahmud Idi Rayeuk. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik analisis *Partial Least Squares Structural Equation Modeling* (PLS-SEM) melalui SmartPLS, dengan populasi sebanyak 320 tenaga keperawatan dan sampel sebanyak 178 orang yang diambil menggunakan rumus Slovin. Hasil penelitian menunjukkan bahwa stres kerja berpengaruh negatif dan signifikan terhadap motivasi kerja dan kinerja tenaga keperawatan, sedangkan lingkungan kerja fisik dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja tenaga keperawatan. Motivasi kerja terbukti memediasi secara parsial pengaruh stres kerja maupun lingkungan kerja fisik terhadap kinerja tenaga keperawatan, meskipun kedua variabel tersebut tetap berpengaruh langsung terhadap kinerja tanpa melalui motivasi kerja. Penelitian ini mengimplikasikan perlunya pengelolaan stres kerja dan perbaikan lingkungan kerja fisik yang diiringi peningkatan motivasi kerja secara berkelanjutan agar kinerja tenaga keperawatan dapat terbentuk secara optimal.

Kata kunci : Stres Kerja, Lingkungan Kerja Fisik, Motivasi Kerja, Kinerja Pegawai, SEM-PLS

ABSTRACT

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*Tittle : THE INFLUENCE OF JOB STRESS AND PHYSICAL
WORK ENVIRONMENT ON THE PERFORMANCE OF
NURSING STAFF THROUGH WORK MOTIVATION AT
DR. ZUBIR MAHMUD IDI RAYEUK REGIONAL
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This study aims to analyze the effect of job stress and physical work environment on nursing staff performance, with work motivation as a mediating variable, at RSUD dr. Zubir Mahmud Idi Rayeuk. This study employs a quantitative approach using Partial Least Squares Structural Equation Modeling (PLS-SEM) analysis through SmartPLS, with a population of 320 nursing staff and a sample of 178 respondents determined using the Slovin formula. The results show that job stress has a negative and significant effect on work motivation and nursing staff performance, while physical work environment and work motivation have a positive and significant effect on nursing staff performance. Work motivation is proven to partially mediate the effect of both job stress and physical work environment on nursing staff performance, although both variables remain able to directly affect performance without going through work motivation. This study implies the need for effective job stress management and improvement of the physical work environment, accompanied by continuous enhancement of work motivation, in order to optimize nursing staff performance.

Keywords : Work Stress, Physical Work Environment, Work Motivation, Employee Performance, SEM-PLS