

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja *dan self efficacy* terhadap kinerja karyawan pada Panca Mitra Tani. Dalam penelitian ini sampel yang diambil sebanyak 52 responden. Teknik pengambilan sampel dalam penelitian ini menggunakan *non probability sampling*. Penelitian ini menggunakan analisis deskriptif dan verifikatif. Analisis data menggunakan analisis regresi linier berganda, analisis korelasi berganda dan analisis koefisien determinasi. Hasil dari penelitian menunjukkan bahwa stres kerja *dan self efficacy* secara simultan memiliki kontribusi atau pengaruh terhadap kinerja karyawan sebesar 35,2%. Secara parsial diketahui bahwa pengaruh stres kerja terhadap kinerja karyawan sebesar 19,3%. Sedangkan *self efficacy* memiliki pengaruh sebesar 15,9%. Sisanya dipengaruhi oleh variabel lain yang tidak diteliti. Maka stres kerja *dan self efficacy* berpengaruh dan signifikan terhadap kinerja karyawan secara simultan maupun parsial.

Kata Kunci: Stres Kerja, Self Efficacy, Dan Kinerja Karyawan

ABSTRACT

This study aims to determine the effect of work stress and self efficacy on employee performance at Panca Mitra Tani. In this study, the sample taken was 52 respondents. The sampling technique in this study uses non probability sampling. This study uses descriptive and verification analysis. Based on the data using multiple linear regression analysis, multiple correlation analysis and coefficient of determination analysis. The results of the study indicate that work stress and self efficacy simultaneously have a contribution or influence on employee performance of 35,2%. Partially it is known that the effect of work stress on employee performance is 19,3%. Meanwhile, self efficacy has an influence of 15.9%. The rest is influenced by other variables that are not examined. So the diversity of work stress and self efficacy has a significant and significant effect on employee performance simultaneously or partially.

Keywords: Work Stress, Self Efficacy, And Employee Performance