

ABSTRAK

Penelitian ini dilakukan berdasarkan dari permasalahan yang terjadi pada pegawai Dinas Sumber Daya Air Provinsi Jawa Barat. Pada penelitian ini ditemukan masalah pada kinerja pegawai di Dinas Sumber Daya Air dan Bina Marga Provinsi Jawa Barat yang diakibatkan oleh kurangnya kompetensi dan stress kerja. Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi dan stress kerja terhadap kinerja pegawai di Dinas Sumber Daya Air Provinsi Jawa Barat. Dimana Dinas Sumber Daya Air Provinsi Jawa Barat merupakan unsur pelaksana pemerintahan bidang sumber daya air. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 84 orang responden. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan menyebarkan kuisioner. Metode analisis yang digunakan adalah *Method of Successive Interval (MSI)*, analisis regresi linier berganda, koefisien determinasi. Hasil menunjukan bahwa pengaruh positif dan signifikan antara kompetensi terhadap kinerja pegawai Dinas Sumber Daya Air Provinsi Jawa Barat dan terdapat pengaruh negative dan signifikan antara stress kerja terhadap kinerja pegawai Dinas Sumber daya Air Provinsi Jawa Barat secara simultan sebesar 88,8%. Secara parsial pengaruh kompetensi terhadap kinerja pegawai sebesar 84,1% dan pengaruh stress kerja terhadap kinerja pegawai sebesar 4,7%. Sehingga dapat disimpulkan bahwa kompetensi memberikan pengaruh yang lebih besar terhadap kinerja pegawai pada Dinas Sumber Daya Air Provinsi Jawa Barat.

Kata Kunci: Kompetensi, Stress Kerja, Kinerja Pegawai

ABSTRACT

This research was conducted based on the problems found among employees of the West Java Provincial Water Resources Department. The study identified issues with employee performance at the Department of Water Resources and Highways of West Java Province, which were caused by a lack of competence and work-related stress. The purpose of this research is to determine the effect of competence and work stress on employee performance at the West Java Provincial Water Resources Department. This department serves as an executive arm of the government in the field of water resources. The research method used is both descriptive and verificative, with a total sample of 84 respondents. Data collection techniques included observation, interviews, and the distribution of questionnaires. The analysis methods employed were the Method of Successive Intervals (MSI), multiple linear regression analysis, and coefficient of determination. The results showed a positive and significant effect of competence on the performance of employees at the West Java Provincial Water Resources Department, and a negative and significant effect of work stress on employee performance. Simultaneously, competence and work stress influenced employee performance by 88.8%. Partially, competence contributed 84.1% to employee performance, while work stress contributed 4.7%. Therefore, it can be concluded that competence has a greater influence on employee performance at the West Java Provincial Water Resources Department.

Keywords: *Competence, Work Stress, Employee Performance*