

ABSTRACT

This study aims to analyze the influences of perception of the organization, support and the workloads against job stress and its impact on employee's performance. The object of this study is the Swa Media Internasional company. The population in this study was 75 respondents using saturated sampling technique. Data were analyzed by using SPSS version 20.0 for Windows. The results of this study indicate that the perception of organization support influences negatively and significantly on work stress; however, the workload influences negatively but not significantly on work stress. The perception of organization support influences positively and significantly on employees performance. However, the workload influences negatively and not significantly on employees performance. The work stress influences negatively and significantly on employees performance.

Keywords: Perception of the organization and support the workloads to stress and its impact on the work of employees performance



ABSTRAK

Penelitian ini berjudul “Pengaruh Persepsi Dukungan Organisasi, Beban Kerja dan Stres Kerja Dampaknya Terhadap Kinerja Karyawan”. Objek penelitian ini adalah PT. Swa Media Internasional. Populasi dalam penelitian ini sebanyak 75 orang responden dengan menggunakan teknik sampel jenuh. Metode analisis data penelitian ini adalah *statistical product and service solution (SPSS)*. Hasil penelitian ini menunjukkan bahwa Persepsi Dukungan Organisasi negatif signifikan terhadap Stres Kerja dan Beban Kerja negatif tidak signifikan terhadap Stres Kerja; Persepsi Dukungan Organisasi positif signifikan terhadap Kinerja Karyawan, Beban Kerja negatif tidak signifikan terhadap Kinerja Karyawan dan Stres Kerja negatif namun signifikan terhadap Kinerja Karyawan; dengan demikian Persepsi Dukungan Organisasi berpengaruh langsung dan tidak langsung, sedangkan Stres Kerja berpengaruh langsung kepada Kinerja Karyawan.

Kata kunci: Persepsi Dukungan Organisasi dan Beban Kerja terhadap Stres Kerja dan dampaknya terhadap Kinerja Karyawan.

