

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transaksional, konflik pekerjaan dan stress kerja terhadap kinerja karyawan PT. Bahari Megah Lestari. Penelitian ini menggunakan pendekatan deskriptif kuantitatif. Populasi penelitian ini adalah seluruh karyawan di PT. Bahari Megah Lestari yang berjumlah 50 orang dan semuanya dijadikan sampel sehingga penelitian ini adalah penelitian dengan sampel jenuh. Pengambilan data dilakukan dengan cara menyebarkan kuesioner penelitian kepada responden di lokasi penelitian. Data yang diperoleh dianalisis menggunakan *Partial Least Square (PLS)*. Hasil penelitian ini menunjukkan bahwa kepemimpinan transaksional tidak berpengaruh signifikan terhadap kinerja karyawan PT. Bahari Megah Lestari. Konflik pekerjaan berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Bahari Megah Lestari. Dan stress kerja tidak berpengaruh signifikan terhadap kinerja karyawan PT. Bahari Megah Lestari.

Kata Kunci : Kepemimpinan Transaksional, Konflik Pekerjaan dan Stress Kerja terhadap Kinerja Karyawan



ABSTRACT

This research is conducted to provide information on how transactional leadership, work conflicts and work stresses influences the performance employees of PT. Bahari Megah Lestari. This research uses quantitative descriptive approach. The research's population are all of the employees of PT. Bahari Megah Lestari as much as 50 people are used as data samples that makes this research as a research which uses saturated samples. Data collection is achieved by using research questionnaire to respondents in several locations. The data obtained are then analyzed using Partial Least Square (PLS). The result of this research indicates that transactional leadership did not bring significant influences towards the work performance of employees PT. Bahari Megah Lestari. Work conflict did influences in a positive way and significantly towards the work performance of employees PT. Bahari Megah Lestari and work stress has no significant effect on the performance of employees PT. Matahari Megah Lestari.

Keywords: *Transactional Leadership, Job Conflict and Job Stress on Employee Performance*



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