

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh stres kerja, motivasi, dan kompetensi terhadap kinerja karyawan dalam kondisi pandemi Covid 19. Populasi dalam penelitian ini adalah 130 karyawan PT Ace Hardware Cabang Grand Indonesia. Sampel pada penelitian ini sebanyak 100 karyawan PT Ace Hardware Cabang Grand Indonesia dihitung berdasarkan rumus Slovin. Metode penarikan sampel menggunakan *convenience sampling*. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa stres kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dalam kondisi pandemi Covid 19. Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan dalam kondisi pandemi Covid 19. Kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan dalam kondisi pandemi Covid 19.

Kata Kunci: Stres Kerja, Motivasi, Kompetensi, Kinerja Karyawan.

U N I V E R S I T A S

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## **ABSTRACT**

*This study aims to analyze the influence of work stress, motivation, and competence on employee performance during the Covid 19 pandemic. The population in this research is 130 employees of PT Ace Hardware Grand Indonesia Branch. The sample in this research is 100 employees of PT Ace Hardware Grand Indonesia Branch which was calculated based on the Slovin formula. The sampling method used is convenience sampling. The Methods of data collection using survey methods, with the research instrument is a questionnaire. The data analysis method using Partial Least Square. This study proves that work stress has a positive and significant effect on employee performance in the Covid 19 pandemic condition. Motivation has a positive and significant effect on employee performance in the Covid 19 pandemic condition. Competence has a positive and significant effect on employee performance in the Covid 19 pandemic condition.*

*Keywords : Work Stress, Motivation, Competence, Employee Performance.*

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