

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Stres Kerja, Kepuasan Kerja Dan Komitmen Organisasi terhadap Kinerja Karyawan. Populasi dalam penelitian ini adalah karyawan di PT. Metaplas Harmoni. Pengambilan sampel menggunakan teknik *purposive sampling* yang didapat sebanyak 89 responden. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa stress kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Stress Kerja, Kepuasan Kerja, Komitmen Organisasi, Kinerja Karyawan.



ABSTRACT

This study aims to analyze the effect of job stress, job satisfaction and organizational commitment on employee performance. The population in this study were employees at PT. Harmony Metaplast. Sampling using purposive sampling technique obtained as many as 89 respondents. Data analysis method using Partial Least Square. This study proves that job stress has a negative and significant effect on employee performance, job satisfaction has a positive and significant effect on employee performance, and organizational commitment has a positive and significant effect on employee performance.

Keywords : *Work Stress, Job Satisfaction, Organizational Commitment, Employee Performance.*

