

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kemampuan kerja dan beban kerja terhadap kinerja pegawai dan stres kerja sebagai variabel Mediasi Pada Badan Pengawas Pemilihan Umum di Provinsi DKI Jakarta. Populasi dari penelitian ini adalah Pegawai Pemerintah Non Pegawai Negeri dengan jumlah sampel sebanyak 100 Pegawai. Metode analisis data menggunakan struktural Equation Model Partial Least Square (SEM-PLS). Hasil penelitian menemukan bahwa variabel kemampuan kerja mempengaruhi variabel stres kerja secara negatif dan signifikan. Variabel beban kerja mempengaruhi variabel stres kerja secara positif dan signifikan. Variabel stres kerja mempengaruhi kinerja pegawai secara negatif signifikan. Variabel kemampuan kerja mempengaruhi variabel kinerja pegawai secara positif dan signifikan. Variabel beban kerja mempengaruhi variabel kinerja pegawai secara positif tidak signifikan. Variabel stres kerja tidak berpengaruh dalam memediasi variabel kemampuan kerja terhadap variabel kinerja pegawai. Dan variabel stres kerja memediasi pengaruh variabel beban kerja terhadap variabel kinerja pegawai.

Kata Kunci: Kemampuan Kerja, Beban Kerja, Kinerja Pegawai, Stres Kerja, Bawaslu Provinsi DKI Jakarta



### ***Abstract***

*This research aims to analyze the effect of work ability and workload on the employee performance and work stress as a mediation variable in the General Election Supervisory Agency in DKI Jakarta Province. The population of this study were Non-Government Employees with a sample of 100 employees. Data analysis method used Structural equation model partial least square (SEM-PLS). The results revealed that the variable of work ability affected the variable of work stress negatively and significantly. The workload variables affected the work stress variable positively and significantly. Work stress variables significantly affected employee performance negatively. Work ability variables affected employee performance positively and significantly. Workload variables affected employee performance variables positively but not significantly. Meanwhile, work stress variables had no effect on mediating work ability variable to the employee performance variable. Besides, work stress variables mediated the effect of workload variables on employee performance variables.*

*Keywords : Work Ability, Worload, Employee Performance, Work Stress, General Election Supervisory Agency of DKI Jakarta Province*

