

## ABSTRAK

Penelitian ini untuk mengetahui pengaruh kompetensi, kepuasan kerja dan stres kerja terhadap kinerja karyawan divisi *polyester staple fiber* PT. Langgeng Jaya Fiberindo. Subjek penelitian ini adalah seluruh karyawan divisi *polyester staple fiber* yang bekerja pada PT. Langgeng Jaya Fiberindo. Populasi dalam penelitian ini sebanyak 52 responden dengan menggunakan jenis penelitian kuantitatif kausal (sebab-akibat). Penentuan ukuran sampel menggunakan teknik sampel jenuh yaitu mengambil keseluruhan populasi dengan jumlah 52 reponden. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis *Smart-PLS 3.2.9*. Oleh karena itu hasil penelitian ini menyatakan bahwa variabel kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan stres kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan divisi *polyester staple fiber* PT. Langgeng Jaya Fiberindo.

Kata Kunci: Kompetensi, Kepuasan Kerja, Stres Kerja, Kinerja Karyawan



## **ABSTRACT**

*This research aims to determine the influence of competence, job satisfaction and work stress on the performance of employees in the polyester staple fiber division of PT. Langgeng Jaya Fiberindo. The subjects of this research were all employees of the polyester staple fiber division who worked at PT. Langgeng Jaya Fiberindo. The population in this research was 52 respondents using causal quantitative research (cause and effect). Determining the sample size uses a saturated sample technique, namely taking the entire population with a total of 52 respondents. The approach used in this research is the Structural Equation Model (SEM) with the Smart-PLS 3.2.9 analysis tool. Therefore, the results of this study state that the competency variable has a positive and significant effect on employee performance, job satisfaction has a positive and significant effect on employee performance and work stress has a negative and significant effect on employee performance in the polyester staple fiber division of PT. Langgeng Jaya Fiberindo.*

*Keywords: Competence, Job Satisfaction, Job Stress, Employee Performance*

