

INTISARI

Mulia, Ermelinda. 2013. *Analisis Pengaruh Stres Kerja Dan Kompensasi Terhadap Kinerja Pegawai Rumah Sakit Umum Daerah Dr. Moewardi Dalam Persiapan Akreditasi Internasional*. Skripsi. Program Studi S1 Manajemen. Fakultas Ekonomi. Universitas Setia Budi. Pembimbing I. Y. Kristanto, SE., MM. Pembimbing II. Ari Subagio, SE., MM.

Kinerja pegawai yang baik sangat diperlukan dalam upaya pencapaian tujuan organisasi. Masalah mendasar dari kinerja pegawai di rumah sakit ini adalah belum sepenuhnya bekerja sesuai standar yang telah ditetapkan rumah sakit sehingga perlu melakukan pembenahan dalam persiapan akreditasi internasional. Penelitian ini bertujuan menguji signifikansi pengaruh stres kerja dan kompensasi terhadap kinerja pegawai secara parsial dan simultan sekaligus mengukur seberapa besar stres kerja dan kompensasi dalam mempengaruhi kinerja pegawai

Penelitian ini dilakukan pada pegawai di IGD, ruang rawat inap Melati I dan Mawar III, administrasi dibidang pengelolaan pendapatan, bidang akuntansi dan verifikasi, sekretariat dan bidang organisasi kepegawaian; apotek rawat inap, Cendana I, poliklinik IKF dan rehabilitasi medik dan laboratorium patologi klinik RSUD Dr. Moewardi. Pengambilan sampel menggunakan metode *cluster sampling / area sampling* dengan jumlah responden sebanyak 120 responden. Metode pengumpulan data menggunakan kuesioner dan metode analisis data menggunakan analisis regresi berganda, uji t, uji F dan koefisien determinasi (R^2)

Hasil analisis menunjukkan bahwa : 1) variabel stres kerja tidak berpengaruh signifikan terhadap kinerja pegawai. 2) variabel kompensasi mempunyai pengaruh signifikan terhadap kinerja pegawai dengan nilai signifikansi 0,000. 3) variabel stres kerja dan variabel kompensasi bersama-sama menjelaskan 18,4 persen mempunyai pengaruh yang signifikan terhadap kinerja pegawai. Sisanya sebesar 81,6 persen dipengaruhi oleh variabel lain yang tidak terakomodasi dalam model.

Kata kunci : Stres Kerja, Kompensasi, Kinerja Pegawai

ABSTRACT

Mulia, Ermelinda. 2013. Analysis of Work Stress and Compensation Effect for Employee Performance of General Hospital Dr. Moewardi In Preparation for Internasional Accreditation. Management Department. Faculty of Economics. Setia Budi University. Advisor. Supervisor I. Y. Kristanto, SE., MM. Advisor II. Ari Subagio, SE., MM.

Good performance is indispensable in achieving the organizational goals. The basic problem of employee performance in this hospital is not completely working in accordance with standards established by hospitals. It, therefore, needs to make improvements in preparation of international accreditation. This study aims to examine the significance of work stress effect on employee performance and of compensation partially and simultaneously as well as to measure how much the work stress and compensation in influencing employee performance

The research was conducted on employees in the Emergency Intensive Unit, in medical care bedrooms of Melati I and Mawar III, on administration staffs of revenue management, of accounting and verification, on staffs of Secretariat and the organizational staffing, on staffs of pharmacy, of Cendana I, IKF, and on staffs of rehabilitation medical clinic and laboratory of clinic pathology in General Hospital Dr. Moewardi. For sampling it was used cluster sampling method / area sampling with 120 respondents. Methods questionnaires was used in collecting data, and for data analysis it was applied multiple regression analysis, t test, F test and the coefficient of determination (R²)

The results of the analysis show that: 1) the work stress variables do not affect significantly on the performance of employees 2) compensation variables have a significant influence on the performance of employees with significant value of 0.000. 3) work stress variables and compensation variables together explain that 18,4 percent of these have a significant influence on employee performance. The 81,6 percent of its rest is influenced by other variables that are not accommodated in the model.

Keyword: *Stress Of Work, Compensation, Employee Performance*