

**PENGARUH KOMPETENSI DAN STRES KERJA TERHADAP
KINERJA PEGAWAI DI PERUMDA TIRTAWENING KOTA BANDUNG
(STUDI KASUS DI DIREKTORAT UTAMA)**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi dan stres kerja terhadap kinerja pegawai di Perumda Tirtawening Kota Bandung. Metode penelitian yang digunakan yaitu metode kuantitatif dengan metode penelitian survei menggunakan kuesioner. Sampel penelitian sebanyak 114 responden yang merupakan pegawai Perumda Tirtawening Kota Bandung. Metode analisis menggunakan statistik deskriptif, uji validitas, uji reliabilitas, uji asumsi klasik, regresi linear berganda, koefisien korelasi, koefisien determinasi, dan uji hipotesis. Hasil Uji T menunjukkan bahwa nilai variabel kompetensi dan stres kerja yaitu sebesar $5,284 > 1,658$ dan $t_{hitung} 7,065 > t_{tabel} 1,65833$ yang artinya H_0 diterima. Maka dapat disimpulkan bahwa H_0 diterima, artinya secara parsial variabel kompetensi dan stres kerja berpengaruh signifikan secara simultan terhadap kinerja pegawai di Perumda Tirtawening Kota Bandung.

Kata Kunci: Kompetensi, Stres Kerja, dan Kinerja Pegawai

THE EFFECT OF COMPETENCE AND WORK STRESS ON EMPLOYEE PERFORMANCE IN PERUMDA TIRTAWENING, BANDUNG CITY (CASE STUDY IN THE MAIN DIRECTORATE)

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ABSTRACT

This study aims to determine the effect of competence and work stress on employee performance at Perumda Tirtawening, Bandung City. The research method used is a quantitative method with a survey research method using a questionnaire. The research sample consisted of 114 respondents who were employees of Perumda Tirtawening, Bandung City. Methods of analysis using descriptive statistics, validity test, reliability test, classical assumption test, multiple linear regression, correlation coefficient, coefficient of determination, and hypothesis testing. The results of the T test show that the value of the Competency and Work Stress variable is $5.284 > 1.658$ and $t_{count} 7.065 > t_{table} 1.65870$, which means H_a is accepted. So it can be concluded that H_a is accepted, meaning that partially the Competency and Work Stress variables have a significant simultaneous effect on Employee Performance at Perumda Tirtawening, Bandung City.

Keywords: Competency, Work Stress, and Employee Performance

