

**Pengaruh Kompensasi, Motivasi, dan Stres Kerja Terhadap Kinerja
Karyawan Restoran Gudeg Bu Tjitro 1925 di JL. Janti No. 330,
Modalan, Janti, Banguntapan, Bantul,
Daerah Istimewa Yogyakarta**

Oleh : Mohammad Jihan Ar Rasyid Abbas
Dibimbing oleh: Siti Hamidah dan Siti Syamsiar

ABSTRAK

Penelitian ini bertujuan: (1) mengetahui tingkat kompensasi, (2) mengetahui tingkat motivasi, (3) mengetahui tingkat stres kerja, (4) mengetahui tingkat kinerja karyawan, (5) menganalisis pengaruh langsung dan tidak langsung kompensasi, motivasi, dan stres kerja terhadap kinerja karyawan. Metode penelitian yang digunakan adalah metode deskriptif. Metode pelaksanaan yang digunakan adalah studi kasus. Cara pengambilan sampel yaitu metode sensus dengan jumlah responden sebanyak 30 orang karyawan dan 1 orang *manager*. Data yang digunakan adalah data primer dan data sekunder, data primer berasal wawancara ke karyawan sedangkan data sekunder berasal dari data yang diterbitkan oleh restoran Gudeg Bu Tjitro 1925. Metode analisis data menggunakan analisis deskriptif untuk membuktikan tujuan penelitian 1 sampai 4 dan analisis jalur untuk membuktikan tujuan 5. Pengujian hipotesis menggunakan analisis jalur. Hasil penelitian menunjukkan bahwa: (1) Tingkat kompensasi cukup tinggi. (2) Tingkat motivasi cukup tinggi. (3) Tingkat stres kerja cukup tinggi. (4) Tingkat kinerja tinggi. (5) Kompensasi, motivasi, dan stres kerja berpengaruh langsung dan tidak langsung terhadap kinerja: a) Kompensasi berpengaruh langsung dan tidak langsung melalui motivasi dan stres kerja terhadap kinerja. b) Motivasi berpengaruh langsung dan tidak langsung melalui stres kerja terhadap kinerja, c) Stres kerja berpengaruh langsung terhadap kinerja.

Kata Kunci: Kompensasi, Motivasi, Stres Kerja, Kinerja Karyawan

The Influence of Compensation, Motivation And Job Stress To Employee Performance At Restoran Gudeg Bu Tjitro 1925 in 330 Janti Street, Modalan, Janti, Banguntapan, Bantul, Special Region of Yogyakarta

By: Mohammad Jihan Ar Rasyid Abbas
Supervised by: Siti Hamidah and Siti Syamsiar

ABSTRACT

The aims of this study were: to determine 1) the level of compensation, 2) the level of motivation, 3) the level of job stress, 4) the level of employee performance, and 5) analyze the employee performance influenced by compensation, motivation, and job stress directly and indirectly. The research method was descriptive. The research did by case study method. The data used are primary data and secondary data, primary data taken from interview with employees while secondary data taken from data published by the restaurant Gudeg Bu Tjitro 1925. The number of samples determined by 30 employees and 1 manager by a saturated sampling technique. The method of data analysis uses descriptive analysis to prove research the first to fourth objectives and path analysis to prove the fifth objectives. The results of this study indicate that: (1) the compensation level was quite high, (2) the motivation level was quite high, (3) the job stress level was quite high, (4) the employee performance level was high, (5) the performance was influenced directly and indirectly by compensation, motivation and job stress: a) the employee performance was influenced directly and indirectly by the compensation through the motivation and job stress, b) the employee performance was influenced directly and indirectly by the motivation through the job stress , c) the employee performance was influenced directly by the job stress.

Keywords: Compensation, Motivation, Job Stress, Employed performance