

**PENGARUH MOTIVASI, STRES KERJA, DESAIN PEKERJAAN, DAN DIVISI
TERHADAP KINERJA KARYAWAN PT LINGKAR ORGANIK INDONESIA
DAERAH ISTIMEWA YOGYAKARTA**

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ABSTRAK

Penelitian bertujuan untuk: (1) mengetahui tingkat motivasi, stres kerja, desain pekerjaan dan kinerja karyawan di PT Lingkar Organik Indonesia, (2) menganalisis pengaruh motivasi terhadap kinerja karyawan, (3) menganalisis pengaruh stres kerja terhadap kinerja karyawan, (4) menganalisis pengaruh desain pekerjaan terhadap kinerja karyawan, dan (5) mengetahui perbedaan kinerja divisi pengadaan dan divisi lainnya. Metode penelitian yang digunakan adalah metode deskriptif dengan pendekatan kuantitatif. Metode pelaksanaan yang digunakan adalah metode studi kasus. Cara pengambilan sampel yaitu metode sensus dengan jumlah responden 40 karyawan dan 1 orang manajer *Human Resources Development*. Data yang digunakan berupa data primer dan data sekunder. Metode analisis data menggunakan analisis deskriptif dan analisis regresi linier berganda dengan variabel dummy. Hasil penelitian menunjukkan bahwa: (1) Motivasi, stres kerja, desain pekerjaan, dan kinerja karyawan termasuk kategori tinggi (2) Motivasi berpengaruh negatif terhadap kinerja karyawan. (3) Stres kerja berpengaruh negatif terhadap kinerja karyawan. (4) Desain pekerjaan berpengaruh positif terhadap kinerja karyawan. (5) Kinerja dari divisi pengadaan dan divisi lainnya tidak berbeda nyata.

Kata Kunci: Motivasi, Stres Kerja, Desain Pekerjaan, Divisi, Kinerja Karyawan

**THE EFFECT OF MOTIVATION, JOB STRESS, JOB DESIGN, AND DIVISION
ON EMPLOYEE PERFORMANCE AT PT LINGKAR ORGANIK INDONESIA
DAERAH ISTIMEWA YOGYAKARTA**

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ABSTRACT

The research aims to: (1) know the level of motivation, job stress, job design and employee performance at PT Lingkar Organik Indonesia, (2) analyze the effect of motivation on employee performance, (3) analyze the effect of job stress to employee performance, (4) analyze the effect of job design on employee performance (5) find out the differences between the performance of the procurement division and other divisions. The research method used a descriptive method with a quantitative approach. The implementation method used case study method. The census method with 40 employees and 1 of Human Resources Development are taken as respondents. The data used primary data and secondary data. The data analysis method used descriptive analysis and multiple linear regression analysis with dummy variable. The results showed that: (1) The level of motivation, job stress, job design, and employee performance had high catagorized (2) Motivation has a negative effect on employee performance. (3) Job stress has a negative effect on employee performance. (4) Job design has a positive effect on employee performance. (5) The performance of the procurement division and other divisions does not different significantly..

Keywords: Motivation, Job Stress, Job Design, Division, Employee Performance