

ABSTRAK

PENGARUH BUDAYA ORGANISASIONAL DAN KOMPETENSI TERHADAP STRES KERJA YANG DIMEDIASI OLEH BEBAN KERJA PADA PEGAWAI KOMISI PEMILIHAN UMUM PROVINSI DAERAH ISTIMEWA YOGYAKARTA

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Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasional dan kompetensi dengan beban kerja sebagai variabel mediasi terhadap stres kerja pegawai Komisi Pemilihan Umum Provinsi Daerah Istimewa Yogyakarta. Penelitian ini merupakan penelitian kuantitatif dengan populasi dari penelitian ini berjumlah 71 pegawai KPU Provinsi DIY. Metode pengambilan sampel pada penelitian ini menggunakan teknik sampling jenuh (sensus) dimana seluruh populasi dalam penelitian ini dijadikan sampel. Berdasarkan karakteristik pegawai KPU Provinsi DIY didominasi oleh pegawai dengan jenis kelamin laki-laki sebanyak 39 pegawai (55%), usia 36-42 tahun sebanyak 19 pegawai (27%), pendidikan terakhir sarjana sebanyak 34 pegawai (48%), masa kerja 13 sampai 19 tahun sebanyak 29 pegawai (41%), dan yang bekerja di bagian Keuangan, Umum, dan Logistik (KUL) sebanyak 37 pegawai (52%). Data penelitian diperoleh melalui observasi, wawancara, dan pembagian kuesioner secara langsung. Data penelitian diuji secara statistik melalui *software Smart PLS 4.1.0* dengan kriteria $p\text{-values} \leq 0,05$. Hasil penelitian menunjukkan bahwa budaya organisasional berpengaruh positif dan signifikan terhadap stres kerja, kompetensi berpengaruh positif dan signifikan terhadap stres kerja, beban kerja mampu memediasi hubungan antara budaya organisasional dengan stres kerja dan hubungan antara kompetensi dengan stres kerja secara positif dan signifikan dan bersifat *partial mediation*.

Kata kunci: budaya organisasional; kompetensi; beban kerja; stres kerja.

ABSTRACT

THE EFFECT OF ORGANIZATIONAL CULTURE AND COMPETENCE ON WORK STRESS MEDIATED BY WORKLOAD ON EMPLOYEES OF THE GENERAL ELECTION COMMISSION OF THE SPECIAL REGION OF YOGYAKARTA PROVINCE

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This study aims to analyze the influence of organizational culture and competence with workload as a mediating variable on work stress of employees of the General Election Commission of the Special Region of Yogyakarta Province. This study is a quantitative study with a population of 71 employees of the KPU of the Special Region of Yogyakarta Province. The sampling method in this study used a saturated sampling technique (census) where the entire population in this study was sampled. Based on the characteristics of the employees of the KPU of the Special Region of Yogyakarta Province, they are dominated by male employees as many as 39 employees (55%), aged 36-42 years as many as 19 employees (27%), the last education is a bachelor's degree as many as 34 employees (48%), work period 13 to 19 years as many as 29 employees (41%), and those working in the Finance, General, and Logistics (KUL) section as many as 37 employees (52%). The research data were obtained through direct observation, interviews, and distribution of questionnaires. The research data were statistically tested using Smart PLS 4.1.0 software with the criteria of p-values ≤ 0.05 . The results of the study indicate that organizational culture has a positive and significant effect on work stress, competence has a positive and significant effect on work stress, workload is able to mediate the relationship between organizational culture and work stress and the relationship between competence and work stress is positive and significant and is a partial mediation.

Keywords: organizational culture; competence; workload; work stress.