

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja, komitmen organisasi dan semangat kerja terhadap kinerja karyawan divisi Administrasi PT. Indomobil Finance Indonesia Cabang Surabaya.

Populasi yang digunakan dalam penelitian ini adalah karyawan PT Indomobil Finance Indonesia Cabang Surabaya berjumlah 37 karyawan. Teknik pengambilan sampel dalam penelitian ini menggunakan metode Teknik Sampel Jenuh. Pengumpulan data dilakukan dengan menyebarkan kuisioner kepada karyawan PT Indomobil Finance Indonesia Cabang Surabaya. Teknik analisa yang digunakan dalam penelitian ini adalah teknik analisis regresi linier berganda.

Hasil dari pengujian menunjukkan bahwa stres kerja, komitmen organisasional dan semangat kerja berpengaruh signifikan terhadap kinerja karyawan divisi Administrasi PT. Indomobil Finance Indonesia Cabang Surabaya.

Kata Kunci : Stres Kerja, Komitmen Organisasional, Semangat Kerja Dan Kinerja Karyawan



ABSTRACT

This research aimed to find out the effect of work stress, organizational commitment and work spirit on the employees performance of administration division at PT. Indomobil Finance Indonesia Surabaya Branch.

Population of this research used 37 employees at PT Indomobil Finance Indonesia Surabaya Branch. The sample collection technique of this research used saturated sampling technique. Meanwhile, the sample collection technique used questionnaires which were distributed to the employees of PT Indomobil Finance Indonesia Surabaya Branch. Furthermore, the analysis technique of this research used multiple linear regressions analysis.

The research result showed that work stress, organizational commitment, and work spirit had a significant effect on the employee's performance of administration division at PT Indomobil Finance Indonesia Surabaya Branch.

Keywords: *Work stress, organizational commitment, work spirit and employee's performance*



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