

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh Lingkungan Kerja, Stres Kerja dan Kompensasi terhadap Kinerja ABK PT Dharma Lautan Utama Cabang Surabaya. Jenis penelitian yaitu explanatory research dengan metode kuantitatif. Menggunakan populasi sejumlah 30 orang ABK. Teknik sampling menggunakan metode sensus atau *complete enumeration* dimana seluruh anggota populasi dijadikan sebagai responden. Menggunakan data primer yang bersumber dari kuisioner. Dan menggunakan alat analisis regresi linear dengan bantuan program SPSS versi 25. Hasil penelitian menunjukkan bahwa, uji asumsi klasik melalui uji normalitas, uji multikolinearitas dan uji heteroskedastisitas menunjukkan bahwa semua variabel yang digunakan dalam penelitian telah memenuhi syarat yang ditentukan. Sedangkan uji kelayakan model menggunakan uji F dan koefisien determinasi menyatakan model regresi pada penelitian layak digunakan. Hasil uji hipotesis menunjukkan bahwa Lingkungan Kerja, Stres Kerja, dan Kompensasi secara parsial berpengaruh positif dan signifikan terhadap Kinerja ABK PT. Dharma Lautan Utama Cabang Surabaya.

Kata kunci : Lingkungan Kerja, Stres Kerja, Kompensasi, Kinerja Anak Buah Kapal.



ABSTRACT

This research was conducted to observe the effect of work environment, work stress, and compensation on the performance of the ship's crew (ABK) at the PT Dharma Lautan Utama Surabaya branch. This research was explanatory research with quantitative methods. Furthermore, the research population used 30 ship's crew (ABK). Meanwhile, the research sampling technique used census or complete enumeration and all the members of the population were used as the respondents. This research used primary data taken from questionnaires. Moreover, the analysis instrument of this research used linear regressions analysis with SPSS program 25 version. The research result indicated the classic assumption test through normality test, multicollinearity test and heteroscedasticity test showed that all the variables in this research have fulfilled the determining criteria. Meanwhile, the model feasibility test using the F test and determination coefficient stated that the regressions model in this research was feasible. Moreover, the research hypothesis test showed that the work environment, work stress, and compensation partially had a positive and significant effect on the performance of ABK at PT. Dharma Lautan Utama Cabang Surabaya.

Keywords: *Work environment, work stress, compensation, performance of ship's crew.*



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