ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh stres kerja, motivasi dan lingkungan kerja terhadap kinerja pegawai UPT Kebersihan Wilayah III Semarang. Populasi dalam penelitian ini adalah seluruh pegawai UPT Kebersihan Wilayah III Dinas Lingkungan Hidup Kota Semarang. Penentuan sampel dalam penelitian ini menggunakan purposive *sampling*, yaitu teknik pengambilan sampel dengan tujuan tertentu. Sampel dalam penelitian ini sebanyak 80 orang. Alat analisis yang digunakan adalah analisis regresi linear berganda. Hasil penelitian membuktikan bahwa : (1) Stres kerja berpengaruh negatif terhadap kinerja pegawai sebesar 0,182 dengan nilai signifikan 0,031 kurang dari 5%. (2) Motivasi kerja berpengaruh positif terhadap kinerja pegawai sebesar 0,222 dengan nilai signifikan 0,015 kurang dari 5%. (3) Lingkungan kerja berpengaruh positif terhadap kinerja pegawai sebesar 0,603 dengan nilai signifikan 0,000 kurang dari 5%. (4) Nilai Adjusted R^2 sebesar 0,504 berarti variabel kinerja pegawai dapat dijelaskan oleh variabel stres kerja, motivasi kerja, dan lingkungan kerja sekitar 50,4% dan sisanya 49,6% (100% - 50,4%) dijelaskan oleh variabel-variabel lain diluar model

Kata Kunci : Stres Kerja, Motivasi, Lingkungan Kerja dan Kinerja Pegawai

ABSTRACT

The purpose of this study was to analyze the effect of work stress, motivation and work environment on the performance of UPT Cleanliness Region III employees of the Semarang City Environment Service. The population in this study were all employees of UPT Sanitation Region III, Semarang City Environmental Service. Determination of the sample in this study using purposive sampling, which is a sampling technique with a specific purpose. The sample in this study were 80 people. The analytical tool used is multiple linear regression analysis. The results of the study prove that :(1) work stress has a negative effect on employee performance by 0.182 with a significant value of 0.031 less than 5%. (2) work motivation has a positive effect on employee performance by 0.222 with a significant value of 0.015 less than 5%. (3) the work environment has a positive effect on employee performance by 0.603 with a significant value of 0.000 less than 5%. (4) The Adjusted R^2 value of 0.504 means that the employee performance variable can be explained by the work stress, work motivation, and work environment variables around 50.4% and the remaining 49.6% (100% - 50.4%) is explained by the variables other outside the model.

Keywords : Work Stress, Motivation, Work Environment and Employee Performance