

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja dan lingkungan kerja terhadap stres kerja pada karyawan Bank Perekonomian Rakyat Palembang baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan teknik pengumpulan data melalui kuesioner kepada 56 orang karyawan menggunakan teknik total sampling. Hasil penelitian menunjukkan bahwa beban kerja berpengaruh positif dan signifikan terhadap stres kerja. Lingkungan kerja berpengaruh negatif dan signifikan terhadap stres kerja. Sementara itu, beban kerja dan lingkungan kerja secara simultan berpengaruh signifikan terhadap stres kerja. Hasil uji koefisien determinasi (Adjusted R Square) sebesar 37,7% menunjukkan bahwa stres kerja karyawan dipengaruhi oleh beban kerja dan lingkungan kerja, sedangkan sisanya 62,3% dipengaruhi oleh faktor lain. Berdasarkan hasil penelitian, disarankan kepada manajemen untuk mengelola beban kerja secara proporsional serta menciptakan lingkungan kerja yang kondusif agar dapat mengurangi tingkat stres kerja karyawan.

Kata Kunci: Beban Kerja, Lingkungan Kerja, Stres Kerja, Bank Perekonomian Rakyat

ABSTRACT

This study aims to determine the influence of workload and work environment on job stress among employees of Bank Perekonomian Rakyat Palembang, both partially and simultaneously. A quantitative approach was employed, with data collected through questionnaires distributed to 56 employees using a total sampling technique. The results showed that workload has a positive and significant effect on job stress, indicating that higher workload levels lead to increased job stress. On the other hand, the work environment has a negative and significant effect on job stress, meaning that a better work environment contributes to lower levels of stress. Simultaneously, both variables significantly influence job stress. An Adjusted R Square value of 37.7% indicates that workload and work environment collectively explain 37.7% of the variance in employee job stress, while the remaining 62.3% is influenced by other factors not examined in this study. Based on these findings, it is recommended that management allocate workload more proportionally and create a supportive and conducive work environment to help reduce employee job stress levels.

Keywords: Workload, Work Environment, Job Stress, Bank Perekonomian Rakyat