

HUBUNGAN ANTARA LINGKUNGAN KERJA DENGAN STRES KERJA PADA KARYAWAN DI PT. HARTONO TEKNOLOGI SAYUNG

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ABSTRAK

Penelitian ini bertujuan untuk melihat hubungan antara lingkungan kerja dan kinerja karyawan dengan stres kerja PT. Hartono Istana Teknologi (POLYTRON). Penelitian ini dilakukan terhadap 130 karyawan PT. Hartono Istana Teknologi. Teknik dalam pengambilan sample dengan menggunakan teknik *kuota sampling*. Pengambilan data dilakukan dengan 2 skala, yaitu skala stres kerja dan skala lingkungan kerja. Uji hipotesis dalam penelitian ini menggunakan analisis *product moment*.

Hasil dari penelitian ini menunjukkan bahwa skala variabel stres kerja memiliki daya beda tinggi berkisar antara 0,303 - 0,600 dan memiliki estimasi reliabilitas sebesar 0,805. Skala variabel lingkungan kerja memiliki daya beda berkisar antara 0,303 - 0,668 dan memiliki estimasi reliabilitas sebesar 0,908. Uji hipotesis menunjukkan ada hubungan negatif yang signifikan lingkungan kerja dengan stres kerja pada karyawan di PT. Hartono Teknologi Sayung diperoleh $r_{xy} = -0,704$ dan $F_{hitung} = 126,006$ dengan signifikansi $p = 0,000$ ($p < 0,01$) yang berarti hipotesis ini diterima. Sumbangan efektif yang diberikan oleh variabel konsep diri sebanyak 49,6 %.

Kata kunci : lingkungan kerja dan stres kerja

RELATIONSHIP BETWEEN WORK ENVIRONMENT AND WORK STRESS IN EMPLOYEES AT PT. HARTONO TEKNOLOGI SAYUNG

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ABSTRACT

The aim of this research to show the relationship between the work environment and employee performance with PT. Hartono Palace of Technology (POLYTRON). This research was conducted on 130 employees of PT. Hartono Palace of Technology. Technique in sampling using quota sampling technique. Data retrieval is done with 2 scales, namely work stress scale and work environment scale. Hypothesis testing in this study uses product moment analysis.

The results of this study indicate that the scale of work stress variables have a high difference in power ranging from 0.303 to 0.600 and has an estimated reliability of 0.805. The work environment variable scale has a different power ranging from 0.303 - 0.668 and has an estimated reliability of 0.908. The results of the normality test showed that the work stress variable got a KS-Z score of 0.814 with $p = 0.521$ and the work environment variable got a KS-Z score of 1.163 with $p = 0.134$. Hypothesis testing shows that there is a significant negative relationship between work environment and work stress on employees at PT. Hartono Sayung Technology is obtained by $r_{xy} = - 0.704$ and $F \text{ count} = 126.006$ with a significance of $p = 0,000$ ($p < 0.01$) which means that this hypothesis is accepted. Effective contribution given by self-concept variables is 49.6%.

Keywords: work environment and work stress