

**THE EFFECT OF WORK STRES, WORKLOAD AND COMPETENCY ON
EMPLOYEE PERFORMANCE AT THE SEARCH AND RESCUE OFFICE
YOGYAKARTA**

ABSTRACT

This study aims to determine the effect of work stress, workload and competence on employee performance. This research was conducted at the Yogyakarta Search and Rescue Office by collecting data by distributing questionnaires. The total population of this study was 83 and 45 samples were taken using purposive sampling technique. The analysis used is validity, reliability, classical assumptions, multiple linear regression, coefficient of determination, t test and F test. The results of this study indicate that work stress has a negative and significant effect on employee performance, workload has a positive and significant effect on employee performance, competence positive and significant effect on employee performance. Simultaneously or simultaneously work stress, workload and competence have a significant effect on employee performance.

Keywords: Work Stress, Workload, Competence, Employee Performance

**PENGARUH STRES KERJA, BEBAN KERJA DAN KOMPETENSI
TERHADAP KINERJA PEGAWAI DI KANTOR PENCARIAN DAN
PERTOLONGAN YOGYAKARTA**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja, beban kerja dan kompetensi terhadap kinerja pegawai. Penelitian ini dilakukan di Kantor Pencarian dan Pertolongan Yogyakarta dengan mengumpulkan data dengan menyebar kuesioner. Jumlah populasi penelitian ini yaitu 83 dan diambil 45 sampel dengan teknik *purposive sampling*. Analisis yang digunakan uji validitas, reliabilitas, asumsi klasik, regresi linier berganda, koefisien determinasi, uji t dan uji F. Hasil penelitian ini menunjukkan bahwa stres kerja berpengaruh negatif dan signifikan terhadap kinerja pegawai, beban kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara bersamaan atau simultan stress kerja, beban kerja dan kompetensi berpengaruh signifikan terhadap kinerja pegawai.

Kata Kunci: Stres Kerja, Beban Kerja, Kompetensi, Kinerja Pegawai