

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *occupational self-efficacy* dengan stres kerja pada karyawan produksi di UPT X. Hipotesis yang diajukan adalah ada hubungan negatif antara *occupational self-efficacy* dengan stres kerja pada karyawan produksi di UPT X. Subjek dalam penelitian ini berjumlah 60 orang yang memiliki ciri-ciri karyawan produksi dan memiliki masa kerja antara satu sampai tujuh tahun. Teknik sampel yang digunakan dalam penelitian ini adalah metode *purposive sampling*. Alat pengumpul data menggunakan Skala Likert yaitu Skala Stres Kerja dan Skala *Occupational Self-Efficacy*. Hasil analisis dengan uji korelasi product moment antara *occupational self-efficacy* dengan stres kerja pada karyawan produksi di UPT X menunjukkan nilai *pearson correlation* sebesar  $(R) = -0,614$  dengan signifikansi  $p=0,000$  ( $p<0,050$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *occupational self-efficacy* dengan stres kerja di UPT X. Koefisien determinasi ( $R^2$ ) sebesar 0,377 artinya variabel *occupational self-efficacy* memberikan sumbangan sebesar 37,7% terhadap stres kerja pada karyawan produksi di UPT X dan sisanya 62,3% dipengaruhi oleh faktor-faktor lain seperti seperti *individual stressor* (meliputi konflik peran, tipe kepribadian, *self control* dan daya tahan psikologis), *extra organizational stressor* (meliputi perubahan sosial, perubahan teknologi, perubahan ekonomi dan keluarga, ras dan komunitas), *organizational stressor* (meliputi kebijakan organisasi, struktur organisasi, lingkungan organisasi dan proses dalam organisasi), *group stressor* (meliputi kurangnya kebersamaan, dukungan sosial dan konflik antar individu maupun antar grup).

**Kata kunci:** *occupational self-efficacy*, stres kerja

## ABSTRACT

*This research aims to determine the correlation between antara occupational self-efficacy with work stress on production employees at UPT X. The hypothesis proposed is that there is a negative correlation between the occupational self-efficacy with work stress on the production employees at UPT X. Subjects in this research amounted to 60 subject who have the specification as production employees and work between 1 (one) until 7 (seven) years. Sample technique used in this research is purposive sampling. Data retrieval techniques is using Likert Scale that is Work Stress Scale and Occupational Self-Efficacy Scale. The result of analysis with product moment correlation test between the occupational self-efficacy and work sress on employees production at UPT X shows the value of pearson correlation amount  $r_{xy} = -0,614$  with significance 0,000 ( $p < 0,050$ ). The results of this research indicate there is a significant negative correlation between occupational self-efficacy with work stress on the production employees at UPT X. Coefficient of determination ( $R^2$ ) for 0,377 which is mean the occupational self-efficacy variable on this research is able to contribute as much 37,7% to the work stress on production employees at UPT X and the rest 62,3% influenced by another factors such as individual stressors (including role conflict, personality type, self control and psychological endurance), extra organizational stressors (including social change, technological change, economic and family change, race and community), organizational stressors (including organizational policies, organizational structure, environment organization and processes within the organization), group stressors (agreement on freedom of togetherness, social support and conflict between individuals or between groups)*

**Key words:** *occupational self-efficacy, work stress.*