

## ABSTRAK

### **Pengaruh Stress Kerja, Konflik Peran Ganda dan Keadilan Organisasi terhadap Kinerja Karyawan di *Department Store* Luwes Loji Wetan Surakarta**

Penelitian ini bertujuan untuk mengetahui dan menguji pengaruh stress kerja, konflik peran ganda dan keadilan organisasi terhadap kinerja karyawan di *department store* luwes loji wetan Surakarta. Analisis yang digunakan meliputi uji instrumen: uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linier berganda, uji t, uji F dan analisis koefisien determinasi ( $R^2$ ).

Pada *department store* luwes loji wetan Surakarta populasi yang digunakan dalam penelitian ini adalah karyawan *department store* luwes loji wetan Surakarta dengan jumlah sampel sebesar 50 responden. Teknik analisis data yang digunakan adalah analisis regresi linier berganda.

Hasil analisis regresi linier berganda menunjukkan bahwa stress kerja, konflik peran ganda dan keadilan organisasi berpengaruh positif terhadap kinerja karyawan. Hasil uji t menunjukkan bahwa : variabel stress kerja secara parsial berpengaruh signifikan sedangkan variabel konflik peran ganda dan keadilan organisasi secara parsial berpengaruh tidak signifikan. Hasil uji F menunjukkan secara bersama-sama variabel stress kerja, konflik peran ganda dan keadilan organisasi berpengaruh signifikan terhadap kinerja karyawan. Hasil uji koefisien determinasi ( $R^2$ ) dari hasil perhitungan diperoleh nilai *Adjusted* menunjukkan bahwa stress kerja, konflik peran ganda dan keadilan organisasi 0,281 artinya variabel stress kerja, konflik peran ganda dan keadilan organisasi mampu menjelaskan 28,1% sedangkan sisanya 71,9% dijelaskan oleh variabel lain yang tidak ikut diteliti, misalnya: motivasi, kepemimpinan, disiplin kerja, keterampilan dan kompensasi

**Kata kunci:** Stress Kerja, Konflik Peran Ganda, Keadilan Organisasi, dan Kinerja Karyawan.

## ABSTRACT

### THE EFFECT OF WORK STRESS, DOUBLE ROLE CONFLICT AND ORGANIZATIONAL JUSTICE ON EMPLOYEE PERFORMANCE IN DEPARTMENT STORE LUWES LOJI WETAN SURAKARTA

This research aims to determine and test the effect of work stress, dual role conflict and work justice on the performance of employees in the Surakarta loji wetan flexible department store. The analysis used includes the instrument test: the validity test, the reliability test, the classic assumption test, the multiple linear regression test, the t test, the F test and the analysis of the coefficient of determination ( $R^2$ ).

In the Surakarta loji wetan flexible department store the population used in this study were employees of the Surakarta loji wetan flexible department store with a total sample of 50 respondents. The data analysis technique used is multiple linear regression analysis.

The results of multiple linear regression analysis showed that work stress, dual role conflict and work justice had a positive effect on employee performance. t test results show that: work stress variables partially have a significant effect while dual role conflict variables and work justice partially have insignificant effect. F test results show that together with work stress variables, dual role conflict and work justice have a significant effect on employee performance. The coefficient of determination test results ( $R^2$ ) from the calculation results obtained Adjusted value shows that work stress, dual role conflict and work justice 0.281 means that the variable work stress, dual role conflict and work justice can explain 28.1% while the remaining 71.9% is explained by Other variables not included were examined, for example: motivation, leadership, work discipline, skills and compensation

**Keywords:** Job Stress, Dual Role Conflict, Organizational Justice, and Employee Performance