

ABSTRAKSI**PENGARUH KOMPENSASI, STRES KERJA DAN KESEHATAN
KERJA TERHADAP KINERJA KARYAWAN
DI BAGIAN PRODUKSI PT NAGATEX KARANGANYAR**

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Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi, stres kerja dan kesehatan kerja terhadap kinerja karyawan pada PT. Nagatex Karanganyar. Metode analisis dalam penelitian ini terdiri dari pengujian instrument, uji asumsi klasik, analisis regresi linier berganda, uji T, uji F dan uji R^2 . Hasil analisis regresi menunjukkan kompensasi, stres kerja dan kesehatan kerja berpengaruh positif terhadap kinerja karyawan pada PT. Nagatex Karanganyar. Hasil uji t menunjukkan bahwa: kompensasi berpengaruh tidak signifikan terhadap kinerja karyawan, stres kerja berpengaruh signifikan terhadap kinerja karyawan, kesehatan kerja berpengaruh signifikan terhadap kinerja karyawan. Hasil uji F dapat disimpulkan secara bersama-sama variabel kompensasi, stres kerja dan kesehatan kerja berpengaruh signifikan terhadap kinerja karyawan pada PT. Nagatex Karanganyar. Uji koefisien determinasi dari nilai R^2 didapatkan hasil sebesar 0,255 yang berarti kinerja karyawan pada PT. Nagatex Karanganyar mampu dijelaskan oleh variabel kompensasi, stres kerja dan kesehatan kerja sebesar 2,55% sedangkan sisanya (74,5%) dipengaruhi oleh variabel-variabel lain yang tidak diteliti.

Kata Kunci : Kompensasi, Stres Kerja, Kesehatan Kerja, Kinerja Karyawan

*ABSTRACTION**EFFECT OF COMPENSATION, WORK STRESS AND WORK HEALTH ON
EMPLOYEE PERFORMANCE IN THE PRODUCTION PART OF
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This study aims to analyze the effect of compensation, work stress and occupational health on employee performance at PT. Nagatex Karanganyar. The analytical method in this study consisted of testing the instrument, the classic assumption test, multiple linear regression analysis, the T test, the F test and the R2 test. Regression analysis results show compensation, work stress and occupational health have a positive effect on employee performance at PT. Nagatex karanganyar. T test results show that: compensation has a negative and not significant effect on employee performance, work stress has a significant effect on employee performance, occupational health has a significant effect on employee performance. F test results can be concluded together with compensation, work stress and occupational health variables have a significant effect on employee performance at PT. Nagatex karanganyar. Test the coefficient of determination of the R2 value obtained results of 0.255, which means the performance of employees at PT. Nagatex Karanganyar is able to be explained by compensation, work stress and occupational health variables by 25.5% while the rest (74.5%) is influenced by other variables that are not thorough.

Keywords: Compensation, Work Stress, Occupational Health, Employee Performance