ABSTRACT

PENGARUH JAM KERJA DAN DISIPLIN KERJA TERHADAP STRES KERJA KARYAWAN PT BANK RAKYAT INDONESIA CABANG ISKANDAR MUDA


Metode analisis yang digunakan adalah metode analisis deskriptif dengan analisis Regresi Linier Berganda, dengan menggunakan uji t dan uji F . berdasarkan hasil uji secara simultan (ujia F) bahwa Berdasarkan hasil uji secara simultan (uji-F) bahwa ( P value = 0,000) ≤ 0,05 → Ho ditolak yang artinya secara bersama-sama (serentak) terdapat pengaruh yang positif dan signifikan dari variabel bebas yaitu jam kerja (X₁) dan disiplin kerja (X₂) terhadap variabel terikat yaitu stres kerja (Y).

Berdasarkan hasil uji parsial (uji-t) bahwa jam kerja dan disiplin kerja berpengaruh secara positif dan signifikan terhadap stress kerja karyawan PT. Bank Rakyat Indonesia Cabang Iskandar Muda.

Kata kunci : Jam Kerja, Disiplin Kerja dan Stres Kerja
ABSTRACT

An Analysis on the Influence of Industrial Relations Against Workers’ Welfare on PTPN IV Unit Kebun Pabatu

It is acknowledged that government with other community component has arranged an official Industrial Relations (HIP). It is hopefully, with the official industrial relations, its worth system shall impact to many according to the local culture as reflected in UUD 45 Constitution. In advance, this concept produced already the industrial relations practices in ideally and harmoniously between the employee and employer.

The objective of this study is to determine and analyze the influence of industrial relations with the workers’ welfare on PTPN IV Unit Kebun Pabatu, and also to know the dominantly factor and influencing against the workers’ prosperity on the organization. In its analysis, it adopted a descriptive method and with statistical analysis one. In collecting the data, with documentation research and with questionnaire. The population on this research involved totally 594 respondents, still the population sample with 86 respondents. The data obtained comprising the primary and secondary data.

In research, made with simultaneously test with the result that official Industrial relations has a significantly influence on the workers’ prosperity. By partial influence point of view with t-test, Labor Union factor has significantly influence on the workers’ prosperity. In analysis with determinant coefficient, showed the Industrial Relations has a very low influence on the workers’ prosperity, it is noted only 2.5% comprising of organization rules, labor union, PKB, employer association, and human labor rules.

Keywords: Industrial Relations, welfare of the employee.