

ABSTRACT

***EFFECT OF QUALITY OF WORK LIFE AND WORK ROTATION ON
EMPLOYEE PERFORMANCE THROUGH WORK STRESS IN RUMAH
SAKIT UMUM DAERAH KABUPATEN CIAMIS***

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This research aims to determine and analyze the influence of Quality of Work Life and work rotation on employee performance through work stress at the Regional General Hospital Ciamis.

The research method is the survey method. Data obtained directly through questionnaires to 72 respondents taken from non-PNS female nurses at Ciamis Regional General Hospital. The sample technique is simple random sampling and the analytical tool used is the analysis of the mediating variable regression with the Product of Coefficient method.

The results of the research showed that simultaneously there was significant influence between Quality of Work Life and work rotation on employee performance through work stress. While partially Quality of Work Life have a negative effect on work stress. While partially work rotation have a positive significant effect on work stress. While partially work stress have a positive significant effect on employee performance.

Keyword: *Quality of Work Life, Work Rotation, Employee Performance, Work Stress*

ABSTRAK

PENGARUH *QUALITY OF WORK LIFE* DAN ROTASI KERJA TERHADAP KINERJA PEGAWAI MELALUI STRES KERJA DI RUMAH SAKIT UMUM DAERAH KABUPATEN CIAMIS

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *Quality of Work Life* dan rotasi kerja terhadap kinerja pegawai melalui stres kerja di Rumah Sakit Umum Daerah Ciamis.

Metode penelitian yang digunakan adalah metode survei. Data yang diperoleh langsung melalui kuesioner kepada 72 responden yang diambil dari perawat wanita non PNS di Rumah Sakit Umum Daerah Ciamis. Teknik pengambilan sampel menggunakan *simple random sampling* dan alat analisis yang digunakan dalam penelitian ini adalah analisis regresi variabel mediasi dengan metode *Product of Coefficient*.

Hasil penelitian menunjukkan bahwa secara simultan *Quality of Work Life* dan Rotasi Kerja berpengaruh signifikan terhadap Kinerja Pegawai melalui Stres Kerja di Rumah Sakit Umum Daerah Kabupaten Ciamis. *Quality of Work Life* secara parsial berpengaruh negatif terhadap stres kerja. Rotasi Kerja secara parsial berpengaruh positif signifikan terhadap Stres Kerja. Stres Kerja secara parsial berpengaruh positif signifikan terhadap kinerja pegawai.

Kata Kunci: *Quality of Work Life*, Rotasi Kerja, Kinerja Karyawan, Stres Kerja