

ABSTRACT

THE EFFECT OF WORK-LIFE BALANCE AND WORK LOAD ON JOB STRESS

(Research on Civil Servants Non Echelon III of Human Resource Development and Civil Agency Tasikmalaya)

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Guide I : Ane Kurniawati

Guide II : Dian Kurniawan

The objective of this research was to determine the extent of the influence of work-life balance and work load on job stress research subject as PNS (Civil Servants) Non Echelon III of Human Resource Development and Civil Agency Tasikmalaya. The research method used was the survey method, while the sampling technique used the saturated sample method where all parts of the population were sampled with a total sample of 48 respondents. The data collection technique used for primary data was carried out through questionnaires and interviews, secondary data was obtained from literature reviews and others relevants parties. The analysis tool used multiple linear regression analysis. The results of the study showed that work-life balance had positive effect on job stress, work load had positive effect on job stress, and work-life balance and work load had an effect on job stress

Keyword: work-life balance, work load, job stress

ABSTRAK

PENGARUH *WORK-LIFE BALANCE* DAN BEBAN KERJA TERHADAP STRES KERJA

(Penelitian Terhadap PNS Non Eselon III Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kota Tasikmalaya)

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Tujuan dari penelitian ini untuk mengetahui besarnya pengaruh *work-life balance* dan beban kerja terhadap stres kerja subjek penelitian PNS Non Eselon III Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kota Tasikmalaya. Metode penelitian yang digunakan adalah metode survey, sedangkan teknik penarikan sampel menggunakan metode sampel jenuh dimana semua bagian populasi dijadikan sampel dengan jumlah sampel penelitian 48 responden. Teknik pengumpulan data yang digunakan untuk data primer dilakukan melalui kuesioner dan wawancara, data sekunder diperoleh dari kajian pustaka dan pihak lain yang relevan. Alat analisis menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa *work-life balance* memiliki pengaruh positif terhadap stres kerja, beban kerja memiliki pengaruh positif terhadap stres kerja, dan *work-life balance* dan beban kerja memiliki pengaruh terhadap stres kerja.

Kata kunci: *work-life balance*, beban kerja, stres kerja