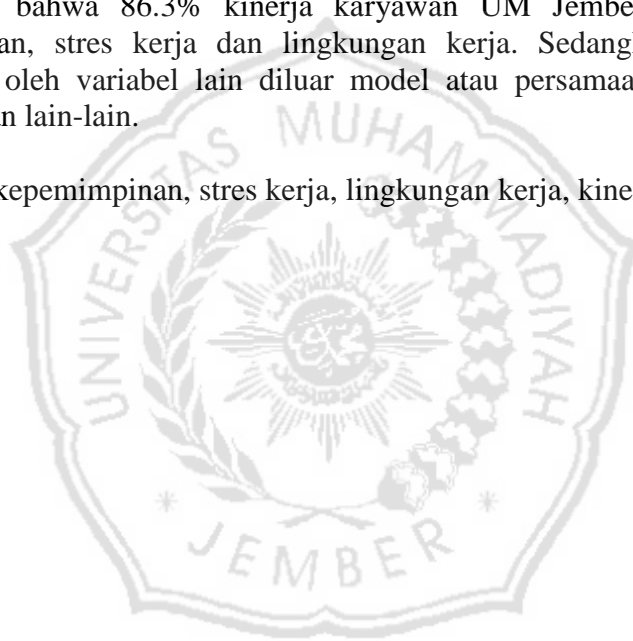


ABSTRAK

Penelitian bertujuan menganalisis pengaruh kepemimpinan, stres kerja dan lingkungan kerja terhadap kinerja karyawan di Universitas Muhammadiyah Jember. Jenis penelitian deskriptif kuantitatif dengan desain penelitian eksplanatori. Populasi dalam penelitian ini adalah seluruh karyawan tetap Universitas Muhammadiyah Jember, yakni sebesar 104 orang. Sampel yang diambil adalah 52 responden dengan teknik *simple random sampling*. Alat analisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa kualitas pelayanan, lokasi dan hargamemiliki nilai koefisien positif, artinya jika kepemimpinan, stres kerja dan lingkungan kerja secara parsial maupun simultan berpengaruh signifikan terhadap kinerja karyawan. Analisis koefisien determinasi menunjukkan bahwa 86.3% kinerja karyawan UM Jember dipengaruhi oleh kepemimpinan, stres kerja dan lingkungan kerja. Sedangkan sisanya 13.7% dipengaruhi oleh variabel lain diluar model atau persamaan, seperti motivasi, tunjangan dan lain-lain.

Kata kunci: kepemimpinan, stres kerja, lingkungan kerja, kinerja karyawan



ABSTRACT

This research has a purpose to analyze the influence of leadership, work stress and work environment on employee performance at Muhammadiyah Jember University. This type of research is descriptive quantitative and research design is explanatory. The population in this research is all Muhammadiyah Jember University employee. The samples used were 102 respondents, using the technique of probability sampling with simple random sampling approach. The analysis tool using multiple linear regression. Research result shows that leadership, work stress, work environment partially or simultaneously have a significant effect on employee performance. Coefficient determination analysis shows that 86.3% of employee performance influenced by leadership, work stress and work environment. While the remaining 13.7% is influenced by other variables outside the model or equation, like motivation, benefits and others.

Key words: leadership, work stress, work environment, employee performance

