

INTISARI

Pengaruh dari krisis ekonomi yang melanda Indonesia menimbulkan permasalahan besar dan tantangan berat bagi dunia perbankan di Indonesia. Penelitian ini bertujuan untuk mengetahui sejauhmana permasalahan tersebut dapat menimbulkan stres kerja dan pengaruhnya terhadap semangat kerja dan prestasi kerja karyawan.

Penelitian ini menggunakan metode survai *explanatory*. Penelitian dilakukan di Lippo Bank cabang Yogyakarta, subyek penelitiannya adalah seluruh karyawan Lippo Bank cabang Yogyakarta. Bahan penelitian yang digunakan adalah angket stres kerja, angket semangat kerja, angket prestasi kerja, dan daftar isian identitas responden. Data yang diperoleh dianalisis dengan menggunakan SPS-2000 modul Analisis Regresi Berganda, dan modul Analisis Regresi Reduksi Bertahap.

Hasil analisis data: 1) ada pengaruh signifikan stres kerja terhadap prestasi kerja sebesar 4,515 persen, $p = 0,027$; 2) ada pengaruh sangat signifikan semangat kerja terhadap prestasi kerja sebesar 38,987 persen, $p = 0,000$; 3) ada pengaruh sangat signifikan stres kerja dan semangat kerja terhadap prestasi kerja sebesar 41 persen, dengan nilai $F_{reg} = 32,723$ dan $p = 0,000$; 4) tidak ada pengaruh umur, jenis kelamin, tingkat pendidikan, masa kerja, dan unit kerja terhadap prestasi kerja.

Kesimpulan penelitian ini adalah: 1)stres kerja berpengaruh terhadap prestasi kerja; 2) semangat kerja berpengaruh terhadap prestasi kerja; 3) stress kerja dan semangat kerja secara bersama-sama berpengaruh terhadap prestasi kerja; 4) umur, jenis kelamin, tingkat pendidikan, masa kerja, dan unit kerja tidak berpengaruh terhadap prestasi kerja.

ABSTRACT

The influence of economic crisis experienced by Indonesia caused the great problem and the heavy challenge for the banking world in Indonesia. This research was aimed to find out how far the problem could cause the work stress and its influence toward the work spirit and the work achievement of employee.

This research used the method of explanatory survey. It was performed at Lippo Bank, the branch office in Yogyakarta. These research materials used were the questionnaire of work stress, work spirit, work achievement, and the filling list of respondent identities. Data obtained were analyzed by using (SPSS-2000) doubled module regression analysis.

The results of data analysis were: 1) there was a significant influence of work stress toward the work achievement as many as 4,515 percent, $p = 0,027$; 2) There was a very significant influence of work spirit toward the work achievement as many as 38,987 percent, $p = 0,000$; 3) there was a very significant influence of work stress and spirit toward the work achievement as many as 41 percent, with the value of $F_{reg} = 32,723$ and $p = 0,000$; 4) there was not an influence of age, gender, educational level, time and unit work toward the work achievement.

The conclusions of this research were: 1) The work stress was influenced toward the work achievement; 2) The work spirit was influenced toward the work achievement 3) The work stress and the work spirit were influenced toward the work achievement spontaneously; 4) The age, gender, educational level, time of work, and unit of work were not influenced toward the work achievement.