



PERAN *JOB STRESS* TERHADAP PENGAMBILAN KEPUTUSAN

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INTISARI

Perkembangan bisnis yang bergerak cepat telah menuntut bisnis *startup* untuk dapat merespon perubahan situasi pasar dengan memunculkan strategi dan inovasi baru melalui pengambilan keputusan yang efektif. Penelitian ini bertujuan untuk mengetahui peran job stress terhadap pengambilan keputusan. Subjek penelitian berjumlah 63 orang yang bekerja pada bisnis startup baik sebagai founder, C-level, maupun staff. Metode yang digunakan dalam penelitian yaitu metode kuantitatif dengan menggunakan Skala Job Stress dan Skala Pengambilan keputusan. Data penelitian dianalisis dengan menggunakan metode statistik analisis regresi linier sederhana. Hasil penelitian ini menunjukkan bahwa *job stress* berperan terhadap pengambilan keputusan ($F= 4,044$; $p < 0,05$; $B_2 = -0,201$ dan $R^2 = 0,062$). Sumbangan efektif *job stress* terhadap pengambilan keputusan sebesar 6,2%. *Job stress* memiliki hubungan yang negatif terhadap pengambilan keputusan. Analisis tambahan ditinjau berdasarkan jenis kelamin, level pekerjaan, dan sebaran aspek.

Kata kunci: job stress, pengambilan keputusan, bisnis startup



ROLE OF JOB STRESS WITH DECISION MAKING

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ABSTRACT

Bussiness development, which has been moving rapidly, has demanded startup business to be able to respond to market situations by creating new strategies and innovations through effective decision making. This study aims to investigate the role of job stress in decision making. The participants of this study consisted of 63 workers from a number of startup companies which include founder, C-level, or staffs. The method which is applied in conducting this study is quantitative research by using Job Stress Scale and Decision Making Scale. The data were analyzed by using the statistical method of linear regression analysis. The result showed that job stress contributes in decision making ($F= 4.044$; $p < 0.05$; $R= -0.201$ dan $R^2 = 0.062$).The effective contribution job stress is 6.2%. Thus, job stress has a negative relation against decision making. Furthermore, additional analysis is reviewed based on gender, work level, and distribution aspects.

Keyword: job stress, decision making, startup company