

RINGKASAN

PENGARUH BEBAN MENTAL KERJA DAN KEPERIBADIAN TERHADAP KINERJA KARYAWAN (Studi Kasus pada PT. Inti Niaga Pranasari Desa Karanglangit Kecamatan Lamongan Kabupaten Lamongan)

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Penelitian ini bertujuan untuk mengetahui dan menganalisa variabel beban mental kerja dan kepribadian terhadap kinerja karyawan pada *PT. Inti Niaga Pranasari* Desa Karanglangit Kecamatan Lamongan Kabupaten Lamongan dengan menggunakan metode kuantitatif. Metode *sampling* dilakukan menggunakan sampel acak sederhana, populasi yang dipilih peneliti yaitu karyawan *PT. Inti Niaga Pranasari* Desa Karanglangit Kecamatan Lamongan Kabupaten Lamongan, dari rumus slovin sampel terhitung ada 67 karyawan. Analisis yang dilakukan dengan menyebar angket/kuesioner, selanjutnya peneliti melakukan uji validitas, reliabilitas, normalitas, multikolinieritas, heteroskedastisitas, autokorelasi, regresi linier berganda, korelasi berganda, koefisien determinasi, uji parsial dan uji simultan.

Nilai signifikan 0,05 dengan menggunakan independent sample t-test dari analisis regresi linier berganda diperoleh persamaan $Y = 11,620 + 0,315 X_1 + 0,371 X_2$. Hasil uji t Uji parsial telah dilakukan dan dihasilkan t_{hitung} lebih besar daripada t_{tabel} $X_1 = 3,370 > 1,99$, $X_2 = 3,662 > 1,99$. Sehingga diketahui varibale beban mental kerja dan kepribadian berpengaruh parsial terhadap kinerja karyawan. Uji simultan telah menghasilkan F_{hitung} lebih besar daripada F_{tabel} . Maka diketahui beban mental kerja dan kepribadian memiliki pengaruh simultan terhadap kinerja karyawan.

Kata Kunci: *Beban mental kerja, Kepribadian, Kinerja karyawan.*

ABSTRACT

THE INFLUENCE OF MENTAL WORK LOAD AND PERSONALITY ON EMPLOYEE PERFORMANCE

***(Case Study at PT. Inti Niaga Pranasari, Karanglangit Village Lamongan
District, Lamongan Regency)***

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This study aims to determine and analyze the mental work load and personality variables on employee performance at PT. Inti Niaga Pranasari Karanglangit Village, Lamongan District, Lamongan Regency using quantitative methods. The sampling method was carried out using a simple random sample, the population chosen by the researcher was employees of PT. Inti Niaga Pranasari, Karanglangit Village Lamongan Regency from slovin sample formula. There were 67 employees. The analysis was carried out by distributing questionnaires, then the researchers tested the validity, reliability, normality, multicollinearity, heteroscedasticity, autocorrelation, multiple linear regression, multiple correlation, coefficient of determination, partial test and simultaneous test.

Furthermore, a significant value of 0,05 using the independent sample t-test from multiple linear regression analysis obtained the equation $Y = 11,620 + 0,315 X_1 + 0,371 X_2$. The results of the t test the partial test has been carried out and the resulting t_{count} is greater t_{table} $X_1 = 3,370 > 1,99$, $X_2 = 3.662 > 1,99$. As a result, it is known that the mental work load and personality variables have produced F_{count} greater than F_{table} . Therefore, it is known that mental workload and personality have a simultaneous influence on employee performance.

Keywords: Work mental load, Personality, Employee performance.