

ABSTRAK

Febby Fauzy Basrah 2021, "Pengaruh *Work Experience* dan *Work Stress* Terhadap *Performance Individual* Pada Kantor Badan Kepegawaian Daerah Provinsi Sulawesi Selatan". Skripsi Jurusan Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Pembimbing I Dr. H. Muchram BL dan Pembimbing II Ir. Muhammad Akib.

Penelitian ini bertujuan untuk mengetahui Pengaruh *Work Experience* dan *Work Stress* Terhadap *Performance Individual* Pegawai. Metode pengumpulan data dilakukan melalui kuesioner yang disebarakan kepada Pegawai Badan Kepegawaian Daerah Provinsi Sulawesi Selatan. Sampel yang diambil sebanyak 56 responden dimana data yang diperoleh diolah dengan menggunakan aplikasi SPSS. Adapun Uji yang dilakukan, yaitu Uji Validitas dan Uji Realibilitas. Adapun Teknik Analisis data pada penelitian ini yaitu Analisis Regresi Linear Berganda. Secara parsial, Hasil penelitian ini menunjukkan nilai signifikan *Work Experience* mempunyai nilai Sig. sebesar $0,000 > 0,05$ yang artinya *Work Experience* berpengaruh positif dan signifikan terhadap *Performance Individual* Pegawai Pada Kantor Badan Kepegawaian Daerah Provinsi Sulawesi Selatan. Sehingga hipotesis pertama (H1) diterima. Kemudian dari hasil uji secara parsial diketahui nilai t_{test} menunjukkan nilai signifikan *Work Stress* yang dimana nilai Sig. $0,002 < 0,05$ yang artinya *Work Stress* berpengaruh positif dan signifikan terhadap *Performance Individual* Pegawai Pada Kantor Badan Kepegawaian Daerah Provinsi Sulawesi Selatan sehingga hipotesis kedua (H2) diterima. Secara simultan, hasil penelitian ini menunjukkan bahwa *Work Experience* dan *Work Stress* berpengaruh Positif dan signifikan terhadap *Performance Individual* pegawai pada kantor Badan Kepegawaian Daerah provinsi Sulawesi selatan sehingga hipotesis ke tiga (H3) diterima.

Kata Kunci : *Work Experience, Work Stress, Performance Individual*

ABSTRACT

Feby Fauzy Basrah, "Influence of the Work Experience and Work Stress on the Performance Individual employees at the Regional Personnel Agency Office of South Sulawesi Province". Thesis guide H. Muchram BL, and Muhammad Akib.

This study aims to determine the effect of work experience and work stress on individual employee performance. The method of data collection was done through a questionnaire distributed to employees of the Regional Civil Service Agency of South Sulawesi Province. Samples were taken as many as 56 respondents where the data obtained were processed using the SPSS application. The tests carried out are Validity Test and Reality Test. The data analysis technique in this study is Multiple Linear Regression Analysis.

Partially, the results of this study indicate that the significant value of Work Experience has a Sig value. of $0.000 > 0.05$, which means that Work Experience has a positive and significant effect on Individual Employee Performance at the Regional Personnel Agency Office of South Sulawesi Province. So the first hypothesis is rejected. Then from the partial test results, it is known that the ttest value shows a significant value of Work Stress, where the value of Sig. $0.002 < 0.05$, which means that work stress has a positive and significant effect on the individual performance of employees at the South Sulawesi Provincial Civil Service Office, so that the second hypothesis (H2) is accepted.

Simultaneously, the results of this study indicate that Work Experience and Work Stress have a positive and significant effect on the Individual Performance of employees at the Regional Personnel Agency office of South Sulawesi province so that the third hypothesis (H3) is accepted

Keywords : Work Experience, Work Stress, Performance Individual.