ABSTRACT

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HOW TO IMPROVE EMPLOYEE PERFORMANCE DURING TRANSITION OF COVID-19: THE IMPORTANT ROLE OF EMOTIONAL STABILITY, WORK MOTIVATION AND WORKING RELATIONSHIPS AT PT HAZMAT TECHNO INDONESIA

(xvi+ 94 pages; 11 figures; 56 tables; 9 appendixes)

PT Hazmat Techno Indonesia experienced a decrease in employee performance which can be seen from Tardiness and Performance Appraisal. This is thought to be due to several things such as emotional stability, work motivation and work relationships. The aim of this research is to investigate whether emotional stability, work motivation and working relationships have influence on employee performance.

Emotional stability, work motivation and working relationships have an important role in shaping employee performance. The emotional stability, work motivation and working relationships are highly connected with employee performance and company profitability.

In this research, the writer used quantitative research design and IBM SPSS statistics V.26. The writer used descriptive and causal approach. The sampling technique used was saturated sampling. The population and sample size were 47 employees.

The results of hypothesis test showed that emotional stability, work motivation and working relationships have an influence on employee performance at either partial or simultaneous. Furthermore, emotional stability, work motivation and working relationship have 54.9% influence on employee performance. This research also passed the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, linear test, determination test, multiple linear regression test and the equation is $Y = 0.037 + 0.179\ X1 + 0.486\ X2 + 0.365\ X3 + e$.

Recommendations for PT Hazmat Techno Indonesia include providing emotional training, increases the salary and should build good relationships between employees so that it is easy to direct employees to work optimally and maximally

Keywords: Emotional Stability, Employee Performance, **Work Motivation, Working Relationships.**
References: 34 (2017-2022)

ABSTRAK

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BAGAIMANA CARA MENINGKATKAN KINERJA KARYAWAN SELAMA MASA TRANSISI COVID-19: PENTINGNYA PERAN KESTABILAN EMOSI, MOTIVASI KERJA DAN HUBUNGAN KERJA DI PT HAZMAT TECHNO INDONESIA

(xvi+ 94 halaman; 11 gambar; 56 tabel; 9 lampiran)

PT Hazmat Techno Indonesia mengalami penurunan kinerja karyawan yang dapat dilihat dari Keterlambatan dan Penilaian Kinerja. Hal ini diduga karena kestabilan emosi, motivasi kerja dan hubungan kerja. Tujuan dari penelitian ini adalah untuk mengetahui apakah kestabilan emosi, motivasi kerja dan hubungan kerja berpengaruh terhadap kinerja karyawan.

Kestabilan emosi, motivasi kerja dan hubungan kerja memiliki peran penting dalam membentuk kinerja karyawan. Stabilitas emosional, motivasi kerja, dan hubungan kerja sangat terkait dengan kinerja karyawan dan profitabilitas perusahaan.

Dalam penelitian ini, penulis menggunakan quantitative research design dan IBM SPSS statistics V. 26. Penulis menggunakan pendekatan deskriptif dan kausal. Teknik sampling yang digunakan adalah sampling jenuh. Populasi dan ukuran sampel adalah 47 karyawan.

Hasil uji hipotesis menunjukkan bahwa kestabilan emosi, motivasi kerja dan hubungan kerja berpengaruh terhadap kinerja karyawan baik secara parsial maupun simultan. Selain itu, stabilitas emosi, motivasi kerja, dan hubungan kerja berpengaruh 54,9% terhadap kinerja karyawan. Penelitian ini juga lolos uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, uji linear, uji determinasi, uji regresi linier berganda dan persamaannya adalah $Y = 0,037 + 0,179 X1 + 0,486 X2 + 0,365 X3 + e$.

Rekomendasi PT Hazmat Techno Indonesia antara lain memberikan pelatihan emosional, menaikkan gaji dan harus membangun hubungan yang baik antar karyawan sehingga mudah mengarahkan karyawan untuk bekerja secara optimal dan maksimal

Kata kunci: Hubungan Kerja, Kestabilan Emosi, Kinerja Karyawan, Motivasi Karyawan

Referensi: 34 (2017-2022)