

ABSTRAK

Vincentia Nadiasari (01615210001)

HUBUNGAN LINGKUNGAN KERJA, STRES KERJA, *EFFORT-REWARD IMBALANCE*, DAN *PRESENTEEISM* PADA PERFORMA KERJA DOKTER GIGI UMUM DI WILAYAH PROVINSI DKI JAKARTA

(xv + 119 halaman; 15 gambar; 19 tabel; 9 lampiran)

Hubungan antara lingkungan kerja, stres kerja, *effort-reward imbalance*, dan *presenteeism* pada performa kerja pada dokter gigi masih belum banyak dieksplorasi. Penelitian ini bertujuan untuk menganalisis hubungan lingkungan kerja, stres kerja, *effort-reward imbalance*, dan *presenteeism* pada performa kerja pada dokter gigi umum di wilayah Provinsi DKI Jakarta. Penelitian dilakukan dengan pendekatan kuantitatif dengan metode *path-analysis* PLS-SEM. Data penelitian diperoleh melalui kuesioner online yang diberikan kepada seluruh dokter gigi umum yang menjadi anggota Persatuan Dokter Gigi Indonesia wilayah Provinsi DKI Jakarta berjumlah 367 orang. Hasil dari penelitian ini menunjukkan lingkungan kerja berpengaruh positif terhadap performa kerja. Stres kerja dan *presenteeism* berpengaruh negatif terhadap performa kerja. Lingkungan kerja berpengaruh negatif terhadap *presenteeism*. Stres kerja dan *effort-reward imbalance* berpengaruh positif terhadap *presenteeism*. Penelitian ini mengemukakan bahwa apabila lingkungan kerja di klinik atau rumah sakit diperbaiki akan meningkatkan performa kerja dan stres kerja yang dipengaruhi oleh *presenteeism* bisa menurunkan performa kerja pada dokter gigi umum.

Referensi: 96 (1992-2022)

Kata Kunci: Lingkungan kerja, stres kerja, *effort-reward imbalance*, *presenteeism*, performa kerja

ABSTRACT

Vincentia Nadiasari (01615210001)

WORKING ENVIRONMENTAL RELATIONSHIP, WORK STRESS, EFFORT-REWARD IMBALANCE, AND PRESENTEEISM ON THE WORK PERFORMANCE OF GENERAL DENTISTS IN DKI JAKARTA PROVINCE

(xv + 119 halaman; 15 gambar; 19 tabel; 9 lampiran)

The relationship between work environment, work stress, effort-reward imbalance, and presenteeism on work performance in dentists has not been extensively explored. This study aims to analyze the relationship between work environment, work stress, effort-reward imbalance, and presenteeism on the work performance of general dentists in DKI Jakarta Province. The research was conducted using a quantitative approach using the PLS-SEM path-analysis method. The research data was obtained through an online questionnaire given to all general dentists who are members of the Indonesian Dentist Association in DKI Jakarta Province, totaling 367 people. The results of this study indicate that the work environment has a positive effect on work performance. Job stress and presenteeism have a negative effect on work performance. The work environment has a negative effect on presenteeism. Work stress and effort-reward imbalance have a positive effect on presenteeism. This study suggests that improving the work environment in clinics or hospitals will improve work performance and work stress that is affected by presenteeism can reduce work performance in general dentists.

Reference : 96 (1992-2022)

Key Words : Work environment, Work Stress, Effort-Reward Imbalance, Presenteeism, Work Performance