

ABSTRAK

Kinerja pegawai memegang peranan penting dalam mewujudkan tujuan organisasi, terutama di sektor layanan publik seperti Puskesmas. Puskesmas Pasirian merupakan Unit Pelaksana Teknis (UPT) pelayanan kesehatan yang berlokasi di Jalan Raya Pasirian No 225A, Kedung Pakis, Kecamatan Pasirian, Kabupaten Lumajang, Jawa Timur. Puskesmas Pasirian berstatus akreditasi utama. Studi ini bertujuan untuk meneliti dampak dari komitmen organisasi dan tekanan kerja terhadap performa pegawai ASN di Puskesmas Pasirian. Pendekatan yang diterapkan adalah metode kuantitatif, dengan populasi penelitian meliputi seluruh Aparatur Sipil Negara (ASN) yang bertugas di Puskesmas Pasirian. Studi ini melibatkan 44 ASN dengan metode purposive sampling dan menggunakan kuesioner skala Likert yang telah terverifikasi. Analisis dilakukan dengan menggunakan regresi linier ganda melalui SPSS 24. Hasil penelitian menunjukkan: (1) adanya pengaruh negatif signifikan komitmen organisasi terhadap kinerja, (2) stres kerja memiliki pengaruh positif, dan (3) 63% variasi kinerja pegawai dapat dijelaskan oleh kedua variabel tersebut.

Kata kunci: komitmen organisasi, stres kerja, dan kinerja pegawai



ABSTRACT

Employee performance plays an essential role in achieving organizational goals, especially in public service sectors such as community health centers (Puskesmas). Puskesmas Pasirian is a Technical Implementation Unit (UPT) for health services located at Jalan Raya Pasirian No. 225A, Kedung Pakis, Pasirian Subdistrict, Lumajang Regency, East Java. Puskesmas Pasirian holds a primary accreditation status. This research intends to investigate how organizational commitment and job stress affect the performance of Civil Servants (ASN) at Puskesmas Pasirian. The study utilized a quantitative method, focusing on the entire population of ASN staff employed at Puskesmas Pasirian. The research included 44 ASN chosen through purposive sampling, and information was gathered using a validated Likert-scale survey. The analysis of the data was conducted through multiple linear regression utilizing SPSS version 24. The findings indicated that: (1) organizational commitment negatively impacts employee performance, (2) job stress positively influences employee performance, and (3) the coefficient of determination was 0.626, suggesting that 63% of the variation in employee performance is accounted for by organizational commitment and job stress factors.

Keywords: organizational commitment, work stress, employee performance

