

ABSTRAK

**KONTRIBUSI KONFLIK, KEADILAN KOMPENSASI DAN STRES
KERJA TERHADAP KINERJA KARYAWAN *SHOWROOM* SEPEDA
MOTOR YAMAHA MATARAM SAKTI YOGYAKARTA**

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Penelitian ini bertujuan untuk menguji kontribusi konflik, keadilan kompensasi, dan stres kerja terhadap kinerja karyawan *Showroom* Sepeda Motor Yamaha Mataram Sakti Yogyakarta.

Penelitian ini merupakan jenis penelitian eksplanatif yang dilaksanakan di *Showroom* Sepeda Motor Yamaha Mataram Sakti Yogyakarta pada bulan Maret 2013. Populasi dalam penelitian ini adalah seluruh karyawan *Showroom* Sepeda Motor Yamaha Mataram Sakti Yogyakarta yang berjumlah 30 karyawan dan seluruh populasi dijadikan sampel penelitian. Data dikumpulkan menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Data dianalisis dengan analisis regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa: (1) konflik berkontribusi secara signifikan terhadap kinerja karyawan sebesar 43,405% (Sig Probabilitas 0,000 < taraf signifikan 0,05); (2) keadilan kompensasi berkontribusi secara signifikan terhadap kinerja karyawan sebesar 19,9% (Sig Probabilitas 0,014 < taraf signifikan 0,05); (3) stres kerja berkontribusi secara signifikan terhadap kinerja karyawan sebesar 36,69% (Sig Probabilitas 0,000 < taraf signifikan 0,05); (4) konflik, keadilan kompensasi, dan stres kerja secara bersama-sama dapat menjelaskan kinerja karyawan sebesar 66,5% ($R_{\text{square}} = 0,665$).

ABSTRACT

**THE CONTRIBUTION OF CONFLICT, EQUITABLE COMPENSATION
AND WORK STRESS ON EMPLOYEE PERFORMANCE
MOTORCYCLE SHOWROOM YAMAHA MATARAM SAKTI
YOGYAKARTA**

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This study aims to examine the contribution of conflict, equitable compensation, and work stress on employee performance showroom Yamaha Motorcycles Mataram Sakti Yogyakarta.

This research is an explanatory research conducted at Yamaha Motorcycle Showroom Mataram Sakti Yogyakarta in March 2013. The population and samples in this study were 30 employees of Yamaha Motorcycle Showroom Mataram Sakti Yogyakarta. Data were collected by using a questionnaire that had been tested for their validity and reliability. Data were analyzed by multiple linear regression analysis.

The results indicate that: (1) conflicts contributes significantly to the performance of employees (43.405%) (Sig probability 0.000 <0.05 significance level); (2) equity compensation contributes significantly to the performance of employees (9%) (Sig Probability 0.014 <0.05 significance level); (3) work stress contributes significantly to the performance of employees (36.69%) (Sig probability 0.000 <0.05 significance level); (4) conflict, equity compensation, and work stress simultaneously can explain the performance of employees (66.5%) (R square = 0.665).