

ABSTRAK

**KONTRIBUSI MOTIVASI KERJA, STRES KERJA DAN GAYA
KEPEMIMPINAN TERHADAP PRESTASI KERJA
KARYAWAN HOTEL METRO YOGYAKARTA**

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Penelitian ini bertujuan untuk menguji kontribusi motivasi kerja, stres kerja dan gaya kepemimpinan terhadap prestasi kerja karyawan Hotel Metro Yogyakarta.

Penelitian ini merupakan jenis penelitian asosiatif kausal yang dilaksanakan di Hotel Metro Yogyakarta pada bulan Maret 2013. Populasi dalam penelitian ini adalah seluruh karyawan Hotel Metro 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) motivasi kerja berkontribusi secara signifikan terhadap prestasi kerja sebesar 33,3% (Sig Probabilitas 0,011 < taraf signifikan 0,05); (2) stres kerja berkontribusi secara signifikan terhadap prestasi kerja sebesar 14,4% (Sig Probabilitas 0,042 < taraf signifikan 0,05); (3) gaya kepemimpinan berkontribusi secara signifikan terhadap prestasi kerja sebesar 52,26% (Sig Probabilitas 0,001 < taraf signifikan 0,05); (4) motivasi kerja, stres kerja, dan gaya kepemimpinan secara bersama-sama dapat menjelaskan prestasi kerja sebesar 83,7% ($R_{\text{squares}} = 0,837$).

ABSTRACT

**THE CONTRIBUTION OF WORKING MOTIVATION, WORKING
STRESS AND LEADERSHIP STYLES TOWARDS WORKING
ACHIEVEMENT OF THE EMPLOYEES OF METRO HOTEL
YOGYAKARTA**

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This study aims to examine the contribution of working motivation, working stress and leadership styles towards working achievement of the employees of Metro Hotel Yogyakarta.

This research is a causal associative type research conducted in Metro Hotel Yogyakarta in March 2013. The population and samples in this study were 30 employees of the Metro Hotel 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 result indicates that: (1) working motivation contributes significantly toward the employee working achievement of 33.3% (Sig probability $0.011 < 0.05$ significant level); (2) working stress contributes significantly toward the employee working achievement of 14.4% (Sig probability $0.042 < 0.05$ significant level); (3) leadership styles contribute significantly toward the employee working achievement of 52.26% (Sig Probability $0.001 < 0.05$ significant level); (4) working motivation, working stress and leadership styles simultaneously can explain the employee working achievement of 83.7% ($R^2 = 0.837$).