ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh *hard skill* terhadap stres kerja karyawan pada PT. Sinar Garuda Makmurindo Kedamean Gresik (2) pengaruh *soft skill* terhadap stres kerja karyawan PT. Sinar Garuda Makmurindo Kedamean Gresik (3) Apakah *hard skill* dan *soft skill* secara simultan berpengaruh terhadap stes kerja karyawan pada PT. Sinar Garuda Makmurindo Kedamean Gresik. Penelitian ini menggunakan pendekatan Penelitian kuantitatif. Teknik pengambilan sampel menggunakan teknik *nonprobability sampling*yaitu sampling jenuh. Populasi dan sampel yang digunakan pada Penelitian ini berjumlah 55 responden. Data diambil menggunakan kuesioner yang disusun secara sistematis berisi beberapa pertanyaan. Analisis data menggunakan regresi linier berganda yang sebelumnya sudah dilakukan uji keabsahan data, uji asumsi klasik, uji t, uji f dan telah memenuhi syarat.

Hasil uji secara parsial menunjukkan: (1) *hard skill* berpengaruh signifikan dan negatif terhadap stress kerja karyawan PT. Sinar Garuda Makmurindo Kedamean Gresik. (2) *soft skill* berpengaruh signifikan dan negatif terhadap stress kerja karyawan PT. Sinar Garuda Makmurindo Kedamean Gresik. (3) *hard skill* dan *soft skill* secara simultan berpengaruh terhadap stress kerja karyawan PT. Sinar Garuda Makmurindo Kedamean Gresik.

Kata Kunci: *Hard skill, Soft Skill*, Stres Kerja

ABSTRACT

This study aims to determine: (1) the effect of hard skills on employee job stress at PT. Sinar Garuda Makmurindo Kedamean Gresik (2) the effect of soft skills on work stress of employees of PT. Sinar Garuda Makmurindo Kedamean Gresik (3) Do hard skills and soft skills simultaneously affect the work stress of employees at PT. Sinar Garuda Makmurindo Kedamean Gresik. This study uses a quantitative research approach. The sampling technique used was non-probability sampling, namely saturated sampling. The population and sample used in this study amounted to 55 respondents. Data were taken using a questionnaire that was systematically arranged containing several questions. Data analysis used multiple linear regression which had previously been tested for instruments, classical assumption test, t test, f test and had fulfilled the requirements.

The test results partially show: (1) hard skills have a significant and negative effect on work stress of employees of PT. Sinar Garuda Makmurindo Kedamean Gresik. (2) soft skills have a significant and negative effect on work stress of employees of PT. Sinar Garuda Makmurindo Kedamean Gresik. (3) hard skills and soft skills simultaneously affect the work stress of employees of PT. Sinar Garuda Makmurindo Kedamean Gresik.

Keywords: Hard skill, Soft Skill, Job Stress