

ABSTRAK

AULI WIDIYA FEBRIYANI, 8135155224. Pengaruh Stres Kerja dan Pelecehan Seksual terhadap Perilaku Menyimpang di Tempat Kerja pada Karyawan PT. Makmur Karya Pangan (MKP) di Bekasi: Program Studi Pendidikan Bisnis, Fakultas Ekonomi, Universitas Negeri Jakarta, 2019.

Penelitian ini dilakukan di PT. Makmur Karya Pangan di Bekasi, selama 6 bulan terhitung sejak Januari sampai Juni 2019. Metode Penelitian yang digunakan adalah metode penelitian deskriptif dan metode *explanatory survey*. Populasi dalam penelitian ini adalah karyawan PT. Makmur Karya Pangan di Bekasi. Teknik pengambilan sampel yang digunakan adalah *purposive sampling* sebanyak 30 orang. Penelitian ini menggunakan rumus Slovin untuk menjangkau jumlah populasi yang lumayan besar dengan hasilnya sebanyak 113 orang yang akan menjadi responden final. Hasilnya, persamaan regresi $\hat{Y} = 22,811 + 0,384 X_1 + 0,383 X_2$. Uji persyaratan analisis yaitu uji normalitas dengan uji *Kolmogorov – Smirnov* dengan hasil perhitungan tingkat signifikansi ketiga variabel tersebut $> 0,05$, bahwa ketiga variabel berdistribusi normal. Dari hasil perhitungan uji simultan (uji F) diperoleh $F_{hitung} = 59,629 > F_{tabel} = 3,08$. Berdasarkan analisis regresi linier sederhana yang dilakukan terhadap pasangan data penelitian antara stres kerja dengan perilaku menyimpang menghasilkan koefisien arah regresi sebesar 0,623 dan menghasilkan konstanta sebesar 46,732, sehingga dapat diperoleh persamaan regresi $\hat{Y} = 33,955 + 0,623X_1$. Dari hasil perhitungan uji signifikansi parsial (uji-t) diperoleh $t_{hitung} 4,803 > t_{tabel} = 1,65882$ dan dinyatakan signifikan jika $t_{hitung} > t_{tabel}$. Diketahui bahwa nilai koefisien korelasi antara variabel stres kerja (X_1) terhadap perilaku menyimpang (Y) sebesar 0,640 dengan nilai signifikansi $0,000 < 0,05$ yang berarti terdapat korelasi yang signifikan. Sementara itu, nilai *R Square* (R^2) variabel stres kerja terhadap variabel perilaku menyimpang sebesar 0,410. Berdasarkan analisis regresi linier sederhana yang dilakukan terhadap pasangan data penelitian antara pelecehan seksual (X_2) dengan perilaku menyimpang (Y) menghasilkan koefisien arah regresi sebesar 0,601 dan menghasilkan konstanta sebesar 38,959 sehingga, dapat diperoleh persamaan regresi $\hat{Y} = 38,959 + 0,601 X_2$. Dari hasil perhitungan uji signifikansi parsial (uji-t) diperoleh $t_{hitung} = 5,022 > t_{tabel} = 1,65882$ dan dinyatakan signifikan jika $t_{hitung} > t_{tabel}$. Selain itu diketahui bahwa nilai koefisien korelasi antara variabel pelecehan seksual (X_2) terhadap perilaku menyimpang (Y) sebesar 0,648 dengan nilai signifikan $0,000 < 0,05$ yang berarti terdapat korelasi yang signifikan. Sementara itu, nilai *R Square* (R^2) variabel pelecehan seksual (X_2) terhadap variabel perilaku menyimpang (Y) sebesar 0,420. Koefisien determinasi ketiga variabel adalah 0,520 berarti sebesar 52%, perilaku menyimpang ditentukan oleh stres kerja dan pelecehan seksual.

Kata kunci: Stres Kerja, Pelecehan Seksual, Perilaku Menyimpang.

ABSTRACT

AULI WIDIYA FEBRIYANI, 8135155224. *The Impact of Job Stress Kerja and Sexual Harassment on Deviant Workplace Behavior of PT. Makmur Karya Pangan (MKP) in Bekasi: Study Program Of Business Education, Faculty Of Economics, State University Of Jakarta, 2019.*

This research was conducted at PT. Makmur Karya Pangan in Bekasi, for 6 months from January to June 2019. The research method used is descriptive research method and explanatory survey method. The population in this study were employees of PT. Prosperous Food Works in Bekasi. The sampling technique used was purposive sampling as many as 30 people. This study uses the Slovin formula to reach a fairly large population with the results as many as 113 people who will become final respondents. The result, the regression equation $\hat{Y} = 22,811 + 0,384 X_1 + 0,383 X_2$. Test requirements analysis, namely the normality test with the Kolmogorov - Smirnov test with the results of the calculation of the three variables is > 0.05 , that the three variables are normally distributed. From the results of the calculation of the simultaneous test (F test) obtained $F_{count} = 59,629 > F_{table} = 3.08$ with the criteria of the correlation coefficient declared significant if $F_{count} > F_{table}$. The correlation coefficient was tested at a significant level ($\alpha = 0.05$). Based on a simple linear regression analysis conducted on the data pairs of research between work stress and deviant behavior produces a regression direction coefficient of 0.623 and produces a constant of 33,955, so that the regression equation can be obtained $\hat{Y} = 33,955 + 0,623X_1$. From the results of the calculation of the partial significance test (t-test) obtained $t_{count} 4,803 > t_{table} = 1,65882$ and declared significant if $t_{count} > t_{table}$. It is known that the correlation coefficient between work stress variables (X1) on deviant behavior (Y) is 0,640 with a significance value of $0.000 < 0.05$, which means there is a significant correlation. Meanwhile, the value of R Square (R²) work stress variable on the deviant behavior variable is 0.410. Based on a simple linear regression analysis conducted on data pairs of research between sexual harassment (X2) and deviant behavior (Y) produces a regression coefficient of 0.601 and produces a constant of 38,959 so that the regression equation $\hat{Y} = 38,959 + 0,601 X_2$ can be obtained. From the results of the calculation of the partial significance test (t-test) obtained $t_{count} = 5,022 > t_{table} = 1,65882$ and declared significant if $t_{count} > t_{table}$. In addition, it is known that the correlation coefficient between the variables of sexual abuse (X2) on deviant behavior (Y) is 0,648 with a significant value of $0.000 < 0.05$, which means there is a significant correlation. Meanwhile, the value of R Square (R²) variable sexual harassment (X2) on the deviant behavior variable (Y) is 0,420. The coefficient of determination of the three variables is 0.520 means for 52%, deviant behavior is determined by work stress and sexual abuse.

Keywords: Job Stress, Sexual Harassment, Deviant Behavior.