



THE IMPACT OF STRESS AND WORK MOTIVATION ON THE PERFORMANCE OF EMPLOYEES IN THE SIANTAR CITY MANPOWER DEPARTMENT

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Abstract

Work stress and motivation are two factors that can influence the increase or decrease in employee performance. This study aims to determine and analyze the effect of work stress and work motivation on employee performance at the Siantar City Manpower Office. The focus of the study is limited to two independent variables, namely work stress and work motivation, and one dependent variable, namely employee performance. The formulation of the problem raised is whether work stress and work motivation affect employee performance. The population in this study amounted to 58 people who were also used as samples. The approach used is quantitative, with data collection through questionnaires and using secondary data. The data analysis technique used is multiple linear regression, with hypothesis testing through the t-test (partial), F-test (simultaneous), and the Coefficient of Determination (R^2). The results of the study show a regression model $Y = 0.550 + 0.447X_1 + 0.398X_2$, where X_1 is work stress and X_2 is work motivation. Partially, work stress has a significant effect on employee performance with a significance value of 0.001 (<0.05) and a t-count of 3.543 ($>$ t-table 1.673). Work motivation also shows a partial significant effect with a significance value of 0.002 (<0.05) and a t-count of 3.225 ($>$ t-table 1.673). Simultaneously, both variables have a significant effect on employee performance, with a significance value of 0.000 (<0.05) and an F-count of 34.156 ($>$ F-table 3.17). The coefficient of determination (R^2) of 0.554 indicates that 55.4% of the variation in employee performance is influenced by work stress and work motivation, while the remaining 44.6% is influenced by other factors outside this study. Thus, the relationship between work stress, work motivation, and employee performance is quite strong but not dominant.



INTRODUCTION

resources (a very in organization , is an agency a . resources an thing determining company .In , the of power is the , and achieving organizational .To that the HR is well is able to , organization in achieving the of its , from work to .

Problem Formulation

1. Does work have an of employees of Medan .
2. Does work have effect performance employees City .
3. Do work and work have effect work employees the City Medan .

Purpose of the .

- 1 To and of stress the work gadgets May and
- 2 To understand .of of motivation work the work the the government the of May .
- 3 To and of stress and the the system the city .

2. LITERATURE REVIEW

A. Stre s Ke rja

Suryani , Dwi I ndani e t al., (2019) me menyatakan that stre s is something stimulation in . outside science technology And psychology psychology i ndi vi du which i to . ole h i ndi vi du te rse but de ngan be various ways.

According Hadi and (2018 the book and , is that stress is of actions and tional events are out . employees or work .like something that existence the .of position . According Mangkune () , state that stress to rja is pe rasaan te rte kan what employees feel moment I facing situation .

B. Ke rkerja

Moti vasi . is ti action from . se group factor Which pain causes people behave in certain . de . ngan method te rte ntu . Moti vation . is se pe rangkat si kap And this lai . Which me mpe . influence se people i ndi vi du For achieve very things se suai de ngan his personal goals .

According , Saputra , () book and , Motivation is a found in who actions

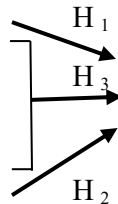
Adha Ri sky t al 2019 me stated that .is .of power rack creates a .for work of a person they able . cooperate work and all to satisfaction . something that the main that a person .

C. Ki ne rja Pe gawai .

Ei .eit al 2017 , that performance is the process is a period time the conditions that have . determined . In Tannady () , work is the of achievement the carrying tasks that must by on . measures that the in .

In their , & () that performance is result performance as quality and achieved by employees out their in .with to ..Results (2018) opinion that performance is the a 's work which by carrying . tasks to him a level experience and .

Framework of thinking



Source : Pe i i i 2023

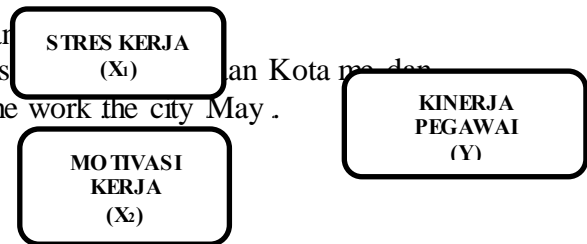
Figure 1. Framework of Thought

Hypothesis

H₁ : is stress on the of the in .Di nas Ke te nagake rjaan

H₂ : There an Motivation to on of the device in .Di nas

H₃ : There an of and in this work simultaneous way the work the city May .



3. IMPLEMENTATION METHOD

work is in the of of May and .KH Wahid Hasyim No.14, Merdeka, Kecamatan Mei Baru, Kota Mei North Sumatra 20154. The time for this visit place the of to the of .

In this sample used was in the entire of the City .

data source in this is data . is obtained . be field .

4. RESULTS AND DISCUSSION

A. Characteristik Responden

Characteristik responden based the of .

Table 1: Respondent characteristics by age

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30-40	24	41.4	41.4	41.4
	41-50	24	41.4	41.4	82.8
	>51	10	17.2	17.2	100.0
	Total	58	100.0	100.0	

Sumber: Hasil Olahan SPSS Versi 25, 2023

Table 2: Respondent characteristics by gender

JENIS KELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	28	48.3	48.3	48.3
	PEREMPUAN	30	51.7	51.7	100.0
	Total	58	100.0	100.0	

Sumber: Hasil Olahan SPSS Versi 25, 2023

Table 3: Respondents' characteristics based on education

PENDIDIKAN TERAHIR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	7	12.1	12.1	12.1
	Diploma III	3	5.2	5.2	17.2
	S1	34	58.6	58.6	75.9
	S2	14	24.1	24.1	100.0
	Total	58	100.0	100.0	

Sumber: Hasil Olahan SPSS Versi 25, 2023

B. Data Instrument Test

1. Test Vali di tas

Table 4 Results of Stress Validity Test

No.Butir	r _{hitung}	r _{tabel}	Kesimpulan
1	.662**	0.2586	Valid
2	.667**	0.2586	Valid
3	.677**	0.2586	Valid
4	.653**	0.2586	Valid
5	.631**	0.2586	Valid
6	.631**	0.2586	Valid
7	.637**	0.2586	Valid

Sumber: Hasil Olahan SPSS Versi 25, 2023

From above , it concluded that the of experiment the and implementation variation of X1) the value Rhi_{tabel}.) can that the item .d.

Table 5 Results of Motivation Validity Test

No.Butir	r _{hitung}	r _{tabel}	Kesimpulan
1	.637**	0.2586	Valid
2	.706**	0.2586	Valid
3	.685**	0.2586	Valid
4	.678**	0.2586	Valid
5	.685**	0.2586	Valid

Sumber: Hasil Olahan Data SPSS 25, 2023

Table shows that the of experiment the on the of Motivation () of Rhi_{tung} R_{tabel} ,that the .

Table 6 Results of Performance Validity Test

No.Butir	r _{hitung}	r _{tabel}	Kesimpulan
1	.733**	0.2586	Valid
2	.742**	0.2586	Valid
3	.714**	0.2586	Valid
4	.714**	0.2586	Valid
5	.620**	0.2586	Valid
6	.731**	0.2586	Valid
7	.624**	0.2586	Valid

Sumber: Hasil Olahan Data SPSS 25, 2023

In table , it explained that the of experiment of the implementation of the K ne .Y) .value hi tung > R table 0.2586) concluded item is valid

2. Test Re abi li tas

Table 7 Stress Reliability Test Results

No	Butir	Cronbach's Alpha	Kesimpulan
1	X1.1	.935	Reliabel
2	X1.2	.935	Reliabel
3	X1.3	.935	Reliabel
4	X1.4	.935	Reliabel
5	X1.5	.935	Reliabel
6	X1.6	.935	Reliabel
7	X1.7	.935	Reliabel

Sumber: Hasil Olahan SPSS Versi 25, 2023

It mentioned the of Cronbach 0.70 (Ghozali .In.7 prove that .value of Cronbach *Alpha* for all in of . is (.) .

Table 8 Results of Motivation Reliability Test

No. butir	Butir	Cronbach's Alpha	Kesimpulan
1	X2.1	.935	Reliabel
2	X2.2	.934	Reliabel
3	X2.3	.934	Reliabel
4	X2.4	.935	Reliabel
5	X2.5	.934	Reliabel

Sumber: Hasil Olahan SPSS Versi 25, 2023

In table we prove that the .value of *'s Alpha* se ap .variations abe motivation to i is to reliable (reli . abe i beca na i *Cronbach Alpha* > 0.70

Table 9 Performance Reliability Test Results

No. butir	Butir	Cronbach's Alpha	Kesimpulan
1	Y.1	.934	Reliabel
2	Y.2	.933	Reliabel
3	Y.3	.933	Reliabel
4	Y.4	.934	Reliabel
5	Y.5	.934	Reliabel
6	Y.6	.936	Reliabel
7	Y.7	.934	Reliabel

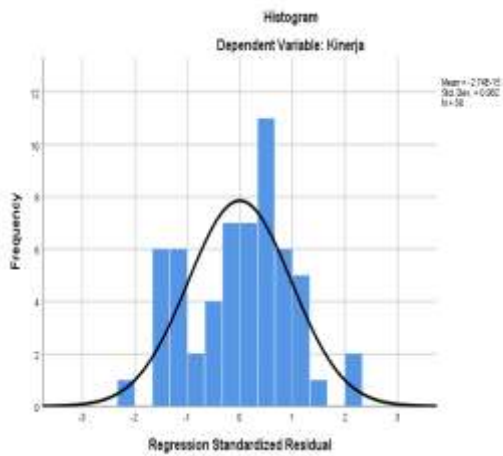
Sumber: Hasil Olahan SPSS Versi 25, 2023

In table we prove that the overall of Cronbach 's Alpha iti butir i abe i e r is stated reliable (re abe l), because this lai Cronbach Alpha > 0.70

C. Classical Assumption Test

1. Test

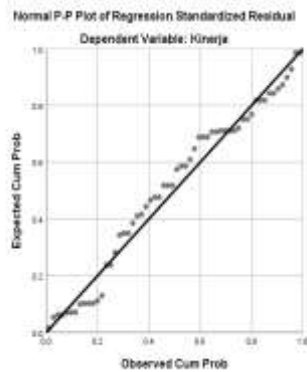
to be to whether spark spark or , can be by or statistical analysis .



Source Results by SPSS Ve rsi 25, 2023

Figure 2. Test Results with Histogram Graph

From 2 it be that the data but bell This that the plug pattern .



Source Results by SPSS Veri 25, 2023

Figure 3. Results of the P.Plot Normality Test

Figure 3 the of data a normal plug .

2. Test Multi col ne ari bag

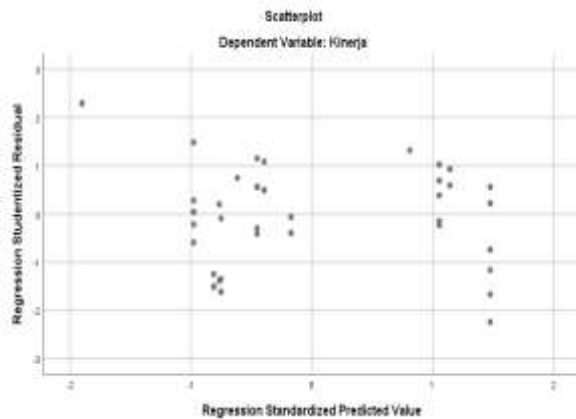
Table 10 Multicollinearity Test Results

Model		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.550	.335		1.642	.106		
	X1	.447	.126	.427	3.543	.001	.558	1.791
	X2	.398	.123	.389	3.225	.002	.558	1.791

Sumber: Hasil Olahan SPSS Versi 25, 2023

From.10 we see that the variations a .value above 0.10 also with a .value VI is so concluded that the i g rei .This of does happen multi system .

3. Test He te roke dasti si bag



Source Results by SPSS Versi 25, 2023

Figure 4. Results of the Normality Test of Employee Performance Scatterplots

In the picture can be that dots spread a random not a clear pattern So not be that occurred Hei i rocke must a si a graphic .

D. Multiple Linear Regression Analysis

Table 11 Regression Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.550	.335		1.642	.106
X1	.447	.126	.427	3.543	.001
X2	.398	.123	.389	3.225	.002

Sumber: Hasil Olahan SPSS Versi 25, 2023

$$Y = 0.550 + 0.447 X_1 + 0.398 X_2$$

regression equation can be as .

1. a se be 0.550 that (X₁) (
2. The of .value the coefficient the .variation is , number contains meaning every .value of one is to the (X₁) value of LINE VARIATION () increase a 0.447 units assumption this number abei li . This the other other is still .
3. The coefficient (2) 0.398 .which is that if .value is one unit to the .value then the value the .value Y () will .mean level approximately 0.398 units assumption that .value is constant .

E. Hypothesis Testing

1. -T test

Table 12 Partial Test Results (t)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.550	.335		1.642	.106
X1	.447	.126	.427	3.543	.001
X2	.398	.123	.389	3.225	.002

Sumber: Hasil Olahan SPSS Versi 25, 2023

Variation i stre s be r pe in way posi i and gni fi i the i work device te see from this the si gni i kan < 0.05 the value . t- hitung 3.543 > t- tabel 1.673. Variations can the the device works , this be .value < . value 0.05 t- hitung 3.225 > t- tabel 1.673

2. -F TEST

Table 13 Simultaneous Test Results (F)

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	16.583	2	8.292	34.156	.000 ^b
Residual	13.351	55	.243		
Total	29.935	57			

Sumber: Hasil Olahan SPSS Versi 25, 2023

From it known the and of in way influence position and device environment . This be from value of 0.000 < 0.05 and F table.

3. -R² TEST

Table 13 Results of the Determination Coefficient Test (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744 ^a	.554	.538	.49270

Sumber: Hasil Olahan SPSS Versi 25, 2023

1. R that the relationship and work employee % . This that is a strong .
2. R or of .which meaning that the of li peindein (stretch) on dei peindein ki.) to and the 44.6 % is factors

5. CONCLUSION

Based the results of peine iian rta etionitiriioris and iio gi ergit ion n nine ion . work the City of May and the results the test Hi pote si s, it can in gather that.

1. stress has significant on the work City of Mei .
2. Moti vasi ke rja be rpe ngarug si gn fi kan te rhadap ki ne rja pe gawai di i Ke te nagake rjaan Kota Me dan.
3. stress and have a significant performance employees the City and .

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