

THE EFFECT OF WORK STRESS AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE MANPOWER DEPARTMENT MEDAN CITY

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ABSTRACT

Stress and motivation are factors that also influence the decrease or increase in employee performance. The purpose of this study was to determine and analyze the effect of stress and motivation on the performance of the Medan City Employment Service. The author limits the problem only to the effect of stress and work motivation on employee performance at the Medan City Employment Agency. Formulation of the problem whether work stress and work motivation affect employee performance at the Medan City Employment Agency, the population in this study totaled 58 people as the sample. The type of this research is quantitative research, with secondary data and distributing questionnaires to respondents as a data source. The data analysis method used is multiple linear regression analysis, hypothesis testing is done by Partial Test (t), Simultaneous Test (F) and Determination Coefficient Test (R²). The results of this study are $Y = 0.550 + 0.447 X_1 + 0.398 X_2$. The stress variable has a partial effect on employee performance. This can be seen from the significant value of $0.001 < 0.05$ and the t-count value of $3.543 > t\text{-table } 1.673$. The motivation variable has a partial effect on employee performance, this can be seen from the significant value of $0.002 < 0.05$ and the t-count value of $3.225 > t\text{-table } 1.673$, the hypothesis is accepted. The variables of stress and work motivation simultaneously have a positive and significant effect on employee performance. This can be seen from the resulting sig value of $0.000 < 0.05$ and the Fcount value of 34.156 while Ftable is 3.17 so $F\text{count} > F\text{table}$. Based on the test results of the coefficient of determination (R²) it is known that the R square value is 0.554 which means that the influence of stress and motivation variables on performance variables is 55.4% . It means having a relationship that is not too strong. While the remaining 44.6% is caused by other factors outside the research.

Keywords: *Stress, Motivation, Employee Performance*

ABSTRACT

Stress and motivation are factors that contribute to the decline or increase in employee performance. The purpose of this study is to determine and analyze the effect of stress and motivation on the performance of employees of the Medan City Manpower Office. The author limits the problem only to the effect of work stress and work motivation on employee performance at the Medan City Manpower Office. The formulation of the problem is whether work stress and work motivation affect employee performance at the Medan City Manpower Office, the population in this study is 58 people who are used as samples. The type of this research is quantitative research, with secondary data and distributing questionnaires to respondents as data sources. The data analysis method used is multiple linear regression analysis, hypothesis testing is carried out by Partial Test (t), Simultaneous Test (F) and Determination Coefficient Test (R²). The results of this study are $Y = 0.550 + 0.447 X_1 + 0.398 X_2$. The stress variable has a partial effect on employee

performance, this can be seen from the significant value of $0.001 < 0.05$ and the calculated t-value of $3.543 > t\text{-table } 1.673$. The motivation variable has a partial effect on employee performance, this can be seen from the significant value of $0.002 < 0.05$ and the calculated t-value of $3.225 > t\text{-table } 1.673$, so the hypothesis is accepted. The stress and work motivation variables simultaneously have a positive and significant effect on employee performance. This can be seen from the resulting sig value of $0.000 < 0.05$ and the calculated F value of 34.156 while the $F\text{ table}$ is 3.17 so that the calculated $F > F\text{ table}$. Based on the results of the determination coefficient test (R^2) it is known that the R square value is 0.554 which means that the influence of the stress and motivation variables on the performance variable is 55.4% . This means that it has a relationship that is not too strong. Meanwhile, the remaining 44.6% was caused by other factors outside the research.

Keywords: Stress, Motivation, Employee Performance

1. INTRODUCTION

resources HR) very in an , it an a company .resources an thing in company .In , the of power is force , and in achieving .To that HR function running and able good contributions , the achieving results ...of employees both and work .

Formulation

1. Does work have an on performance of Meidan
2. Does work have effect on performance of Meidan
3. Do work and motivation have effect the work employees the of

Purpose the

- 1 To the stress on of gadgets .
- 2 To understand aspects influence motivation on work of gadgets the national city .
- 3 To the influence of stress and on work city .

2. LITERATURE REVIEW

A. Stress Kerja

Suryani , Dwi Indani e t al., (2019) me nyatakan that stress is something

stimulation in outside science . 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 () in book and it stated that stress is repercussion actions collec tions towards events out employees or work . like something that existence in of position . According Mangkune (2017) , that stress to rja is pe rasaan te rte kan what employees feel moment I facing situation .

B. Kerja

Motivasi is ti action from se group factor Which the causes to in a way 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 personal goals .

According Marwan Saputra , (the and Organizational Culture Motivation a desire found who them to actions

Adhasky e al () stated is of a power the that passion for work of a that they able cooperate work effectively , and with all

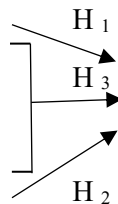
their efforts to satisfaction . main thing to

C. Kinerja Pegawai

Ei son al () , that performance is the process which a period time according to conditions protocols that In , according () is the of of results of certain tasks that be by based that the question .

In their , & Onsardi (. that work is performance as quality quantity achieved employees when out their accordance the responsibilities assigned . Results () opinion that work is the a 's work which is out tasks to with a goodwill on adequacy , .

Framework of thinking



Source : Pe i li ti 2023

Figure 1. Framework of Thought

Hypothesis

H₁ : is stress work of the i Di nas Ke te nagake rjaan Kota me dan.

H₂ : There is Motivation to on the of device i Di nas Ke te nagake rjaan Kota me dan.

H₃ : There .of stress and this system simultaneous way the work city May .

3. IMPLEMENTATION METHOD

work carried in area of the city and .KH Wahid Hasyi m No.14, Me rde ka, Ke c. Mei Kota Mei North Sumatra 20154.

The time for this take from the of to the of 2023.

In this , sample was people with the population employees in City Meilan

The data used research is data . data data can research

4. RESULTS AND DISCUSSION

A. Character ri st k Re sponde n

Character ri st re sponde n used on the of i

Table 1: Respondent characteristics by age

		USIA		
		Percent	Valid Percent	Cumulative Percent
Valid	STRES KERJA (X ₁)	41.4	41.4	41.4
	41-50	24	41.4	
Valid	MOTIVASI KERJA (X ₂)	17.2		
		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: Respondent 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 Validitas

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 of and implementation the of X1 the of > R table 0.) be the item is .d.

Table 5 Results of Motivation Validity Test

No.Butir	r _{hitung}	r _{tabel}
1	.637**	0.
2	.706**	0.
3	.685**	0.
4	.678**	0.
5	.685**	0.

Sumber: Hasil Olahan Data SF

Table shows that of experiment of instrument on the ...X2) the value of Rhi > (.) be concluded the question item is

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 6 explain that the of experiment of instrument variation of i Y) the of the hitung > R table (.2586 can valid

2. Test Reliabilitas

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 Alpha 0.70 (.) In 7 prove the overall ...Alpha for all butiy in strength of is be reliable (.)

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 can the overall of Cronbach Alpha *se* iti buti abe i to i r stated reliable (re li abe i , re na la *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

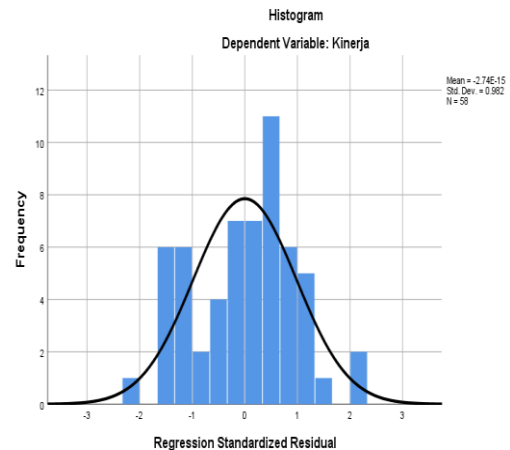
Sumber: Hasil Olahan SPSS Versi 25, 2023

In table we can that the of Cronbach 's *se* iti buti i abe ne i e is stated reliable (re li abe), because n this lai *Cronbach Alpha* > 0.70

C. Classical Assumption Test

1. Test

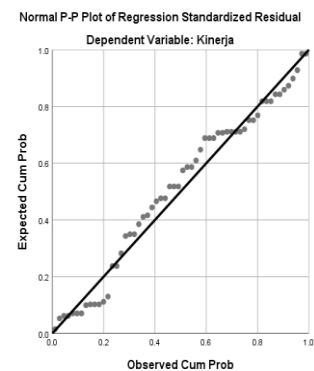
to be able to whether spark spark is or can be by graphical analysis



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 the plug pattern is .



Source Results by SPSS Ve rsi 25, 2023

Figure 3. Results of the P.Plot Normality Test

Figure 3 shows results the data plug series

2. Test Multi col ne ari bag

Table 10 Multicollinearity Test Results

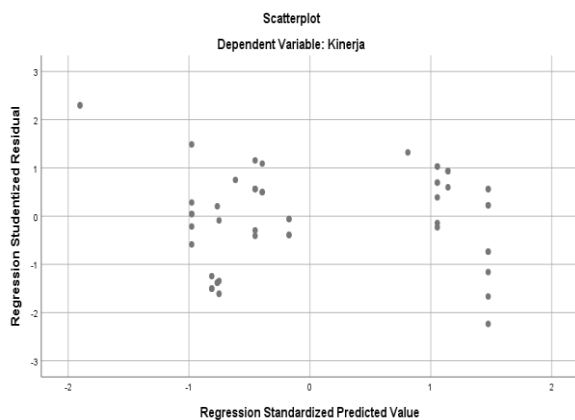
Coefficients^a

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

Sumber: Hasil Olahan SPSS Versi 25, 2023

From 10 we see that the variations have above 0.10 and also value F is so cannot that mode re. This type not happen multi system.

3. Test He te roke dasti si bag



Source Results by SPSS Ve rsi 25, 2023

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

In picture , can be that dots spread out in manner and form clear pattern So can be that has Hei i must si as a test .

D. Multiple Linear Regression Analysis

Table 11 Regression Test Results

Coefficients^a

Model	Unstandardize d Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Consta nt)	.550	.335		
X1	.447	.126	.427	3.543	.001
X2	.398	.123	.389	3.225	.002

Sumber: Hasil Olahan SPSS Versi 25, 2023

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

above regression equation be as :

1. constant a be 0.550 that (X_1 (
2. The of value of the coefficient value the is 0.447 . number meaning that every the of one added to the Stretch X_1) value the .Y) will to of units assumption this number varies inde peinde is the other , other is still .
3. The value variation (X_2) is 0.398 of which that if by one unit to variation X_2) , the value be mean approximately 0.398 units assumption that the value constant

E. Hypothesis Testing

1. -T test

Table 12 Partial Test Results (t)

Coefficients^a

Model	Unstandardize d Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Consta nt)	.550	.335		
X1	.447	.126	.427	3.543	.001
X2	.398	.123	.389	3.225	.002

Sumber: Hasil Olahan SPSS Versi 25, 2023

Variation l stre i be pe in the way ti f si gni fi i the i i of the device te see from this si i < 0.05 the value of . t- hi tung 3.543 > t- tabe l 1.673. Variations motivation can the way the . works this be from value < 0.05 and the . t- hi

tung $3.225 > t_{\text{tabel}} 1.673$

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 that the and of in way influence the and the environment .This be from value of $0.000 < 0.05$ and $> F_{\text{table}}$.

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

- $R = 0.744$ that the and work towards employee is % . This that is relationship
- R or of contains the meaning the indei peindein stretch motivation on dei (is to 55.4 %and the % caused by factors .

5. CONCLUSION

Based results the pein e i i s e p i o n i t i i - i i i and moti o n e g i t i o n i n n i n e t o t work the City of May and the results the

test Hi pote si s, it can in gather that.

- stress has a on the of City .
- Moti vasi ke rja be rpe ngarug si i i i i te rhadap ki i i pe gawai di i Ke te nagake rjaan Kota Me dan.
- stress and have a on the work employees City and

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