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The Influence of Work Stress on Employee Productivity on PT. Mita Gema Mandiri in Jakarta

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Abstract. *This study aims to find out the effect of work stress on employee productivity on PT. Mita Gema Mandiri in Jakarta. The method used is explanatory research with a sample of 86 respondents. Analysis techniques use statistical analysis with regression testing, correlation, determination and hypothesis testing. The result of this study was a work stress variable obtained an average score of 3,444 with good criteria. Employee Productivity Variable obtained an average score of 3,076 with good criteria. Work stress has a negative and significant effect on Employee Productivity with regression equation value Y = 49.503 - 0.544X, and correlation coefficient value -0.605 or has a strong negative relationship rate with a determination value of 36.7%. Hypothetical test obtained significance of 0.000 < 0.05 means there is no positive influence between work stress on Employee Productivity.*

Keywords: Work stress, Employee Productivity.

1. INTRODUCTION

The Company has a big role in supporting national development. In order to play a role in national development, a good and effective management is needed, and also in order to manage production factors in such a way that it is a unity that can be used to achieve the goal of profit by involving efficient human resources, technology that follows the times, and corporate policies that can support the interaction between human resources and technology. The technology used, the most important in the process of unifying the factors owned by the company in the framework of the process of achieving its goal is Human Resources. This factor is what drives all the factors that the company already has in order to achieve the company's goals.

Resource inputs can be men (human), machine (machinery), money (money) and other forms of resources that will be combined and processed to produce products in the form of goods or services. Furthermore, the product is transacted to other parties who in turn from the transaction process the company will earn profit. Efforts to combine resource inputs for maximum profit should take into account the elements of effectiveness and efficiency proportionally. Focusing on the effectiveness element means that it is oriented towards product quality, but if you do not pay attention to the element of efficiency, it will result in waste. On the contrary, if the focus on efficiency alone then what happens is the resulting product is likely to be below the desired quality standard, therefore the element of effectiveness and efficiency is very necessary to note the balance.

In working there needs to be a balance of effectiveness with efficiency requires the existence of resource management strategies owned and provided appropriately, this is because each element of the resource has different characteristics so that employees are not burdened with the work done but can be carried out according to a decent portion and pay attention to the level of ability and existing work rules. According to Hariandja (2011:303) said that stress is a tension or emotional distress experienced by someone who is facing

enormous demands, obstacles, and the presence of very important opportunities that can affect a person's emotions, thoughts and physical condition. A person's stress will arise when there are demands that someone perceived to suppress, burden or exceed the adjustment power that the individual has

The increase in work stress on employees can be caused by the behavior of Hamdani's superiors, (2012). Leaders must have a strong leadership spirit so that what is expected can be realized together with their employees and not cause stress for their employees Sitanggang (2013). Research conducted by Waluyo (2010) found that employees' poor work productivity is caused by employees who are stressed because of workload and less creative so that it has an impact on the achievement of employees' career that makes employees feel stressed about their work.

Pressure or guidance of work in achieving the target can cause stress to employees. Problems about work stress are basically often associated with the sense of stress that occurs in the work environment, namely in the process of interaction between an employee and aspects of his work. According to Spielberger as quoted by Veithzal Rivai and Dedi Mulyadi (2010:307), mentions that: "Stress is external demands regarding a person, for example an object in an environment or a stimulus that is objectively harmful. Stress is also commonly interpreted as pressure, tension or unpleasant disorders that come from outside a person".

In the facts found in the field there is often a imbalance between the demands of work and the ability of employees, such as in PT. Mita Gema Mandiri who according to researchers found the fact that the guidance of work as one of the causes of stress was not separated from the policy of a superior. Piling up jobs, targets to be achieved, customers who never do little every day make employees stressed.

In the implementation of the initial survey by distributing questionnaires related to work stress to pt employees. Mita Gema Mandiri which aims to know the phenomenon that occurs in employees, it turns out that in the face of work 63.33% of employees often feel that they have little control over the tasks in the office so that in carrying out the work is always wrong and wrong, it shows that employees feel that the work carried out so far is felt to be quite supervised.

PT. Mita Gema Mandiri was the first to start building a special stainless steel industrial tank. The success of the initial work made for traditional potion rodusen brought the company into contact with other manufacturers demanding more varied requirements and specifications. Through repeated experiments and innovations, engineers at PT. Mita Gema Mandiri gained an unbeatable brand reputation. The name began to be identified with international qualities recognized by developed industrialized countries such as the Netherlands and Germany. Its customers are increasing in line with the increasing awareness of the quality and economic value of advanced together, especially in replacing imported equipment.

PT. Mita Gema Mandiri employee productivity determines the success of the company. Every company must expect its employees to give maximum productivity results in working to achieve the goals that have been and will be determined. In this company every month employees are given production targets by the company with the hope of always increasing every year whether it comes from new customers or renewal. However, the company's target to date has not been realized properly because the production results each year experience ups and downs / fluctuations are even more likely to decrease than has been targeted. Based on the above description and previous pre-survey results, the author tries to theoretically test if work stress is used as a free variable then it is suspected to have an influence on employee work productivity.

2. LITERATURE REVIEW
2.1. Work Stress
Work stress is the demand of external demands regarding a person, for example objects in

an environment or a stimulus that is objectively harmful. (Rivai and Mulyadi, 2010:288).

2.2. Employee Productivity

Productivity is a comparison between output (yield) and input. If productivity rises this is only possible by the increase in efficiency (time-materials-labor) and work systems, production techniques and the improvement of the skills of the workforce. (Hasibuan, 2012:172)

3. RESEARCH METHODS/METHODOLOGY

The population in this study amounted to 86 respondents of PT. Mita Gema Mandiri in Jakarta. Sampling techniques in this study are saturated samples, where all members of the population are used as samples. Thus the sample in this study sample used amounted to 86 respondents. The type of research used is associative, where the goal is to know or find the connection between independent variables to their dependent variables. In analyzing the data used validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, determination coefficient analysis and hypothesis testing.

4. RESULTS AND DISCUSSION

4.1. Descriptive Analysis

In this test is used to know the minimum and maximum score of the highest score, ratting score and standard deviation of each variable. The results are as follows:

Table 1. Descriptive Statistics Analysis Results

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Stress Kerja (X)	86	16	49	34.44	7.851
Produktivitas Karyawan (Y)	86	17	46	30.76	7.058
Valid N (listwise)	86				

Work stress obtained a minimum variance of 16 and a maximum variance of 49 with a ratting score of 3,444 with a standard deviation of 7,851. This score is included in the sakala range of 3.40 - 4.19 with either criteria or agree.

Employee productivity obtained a minimum variance of 17 and a maximum variance of 46 with a ratting score of 3,076 with a standard deviation of 7,058. This score is included in the sakala range of 2.60 - 3.39 with less good criteria or less agree.

3.2. Verifikative Analysis.

This analysis is intended to determine the effect of independent variables on dependent variables. The test results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine the change in dependent variables if independent variables change. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Coefficientsᵃ

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	49.503	2.757		17.957	.000
	Stress Kerja (X)	-.544	.078	-.605	-6.973	.000

a. Dependent Variable: Produktivitas Karyawan (Y)

Based on the test results in the table above, the regression equation Y = 49.503 - 0.544X is obtained.

b. Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the strength level of the relationship of independent variables to dependent variables. The test results are as follows:

Table 3. Results of Coefficient Testing Correlation of Work Stress to Employee Productivity.

Correlations[b]

		Stress Kerja (X)	Produktivitas Karyawan (Y)
Stress Kerja (X)	Pearson Correlation	1	-.605[**]
	Sig. (2-tailed)		.000
Produktivitas Karyawan (Y)	Pearson Correlation	-.605[**]	1
	Sig. (2-tailed)	.000	

[**]. Correlation is significant at the 0.01 level (2-tailed).
b. Listwise N=86

Based on the test results obtained a correlation value of -0.605 means that work stress has a strong negative relationship to Employee Productivity.

c. Coefficient Analysis of Determination

Coefficient analysis of determination is intended to determine the percentage of influence of independent variables on dependent variables. The test results are as follows:

Table 4. Results of Coefficient Testing Determination of Work Stress On Employee Productivity.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.605[a]	.367	.359	5.650

a. Predictors: (Constant), Stress Kerja (X)

Based on the test results obtained a determination value of 0.367 means that work stress has an influence of 36.7% on Employee Productivity, while the remaining 63.3% is influenced by other factors that are not researched.

d. Hypothesis Test

Hypothesis testing with t test is used to determine which hypothesis is accepted.
Hypothetical formulation: There is a significant influence between work stress on employee productivity.

Table 5. Results of Work Stress Hypothesis Test on Employee Productivity.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	49.503	2.757		17.957	.000
	Stress Kerja (X)	-.544	.078	-.605	-6.973	.000

a. Dependent Variable: Produktivitas Karyawan (Y)

Based on the test results in the table above, obtained the value of t calculate < t table or (-

6.973 <1.989), thus the hypothesis proposed that there is no positive influence between work stress on employee productivity is accepted.

4. Discussion of Research Results

1. Respondents' Answer Condition Variable Stress work
   Based on respondents' answers, work stress variable obtained ratting score of 3,444 is in the range of scale 3.40 - 4.19 with good criteria or the majority of respondents give an agreed assessment.
2. Respondents' Answer Condition Employee Productivity Variables
   Based on respondents' answers, employee productivity variable obtained ratting score of 3,076 was in the range of scale 2.60 - 3.39 with poor criteria or the majority of respondents gave a disapproval assessment.
3. Effect of Work Stress on Employee Productivity
   Work stress has a significant negative effect on Employee Productivity with regression equation Y = 49,503 - 0.544X, correlation value of -0.605 or has a strong negative relationship with an influence contribution of 36.7%. Hypothetical testing obtained the value of t < t table or (-6.973 < 1.989). Thus the hypothesis proposed that there is a significant negative effect between work stress on employee productivity is accepted.

CONCLUSION

Variable Stress work obtained ratting score of 3,444 is in the range of scale 3.40 - 4.19 with good criteria or agree. Employee Productivity Variable obtained ratting score of 3,076 is in the range of scale 3.40 - 4.19 with good criteria or agree. Work stress has a significant negative effect on Employee Productivity with regression equation Y = 49.503 - 0.544X, correlation value of -0.605 or strong negative and influence contribution of 36.7% while the remaining 63.3% is influenced by other factors. Hypothetical test obtained t value < t table or (-6.973 < 1.989).

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