

The Influence of Work Stress and Work Motivation on the Performance of Employees of PTPN XIV Camming Sugar: Factory Unit in Bone

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ABSTRACT

This study aimed to examine the relationship between work stress and work motivation variables and their influence on the performance of employees of PTPN XIV Camming Sugar Factory Unit in Bone Regency. The problems of this research were: 1) Does work stress partially have a significant and positive effect on the performance of employees of PTPN XIV Camming Sugar Factory Unit? 2) Does work motivation partially have a significant and positive effect on the performance of employees of PTPN XIV Camming Sugar Factory Unit? 3) Does work stress and work motivation simultaneously have a significant and positive effect on employee performance of the PTPN XIV Camming Sugar Factory Unit? The analytical tool used in this study was a linear equation model. The results of the study explain that there is a significant and negative effect of work stress on performance, while work motivation partially has a significant and positive effect on employee performance. Then, simultaneously, work stress and work motivation have a significant and positive influence on employee performance.

Keywords: Performance of employees, work motivation, work stress.

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I. INTRODUCTION

With its profit-oriented nature, of course, a company strives for resources to remain optimal in carrying out activities. The most important resource of other resources owned by the company is human resources. Noe *et al.* (2003) suggest that the challenges of global competition faced by companies in the next decade demand reliable human resource management.

Increased knowledge, skills, and attitudes of employees will have consequences on human resource development methods. Qualified knowledge and skills will increase a person's locus of control so that it can help him overcome stress levels in carrying out daily tasks. The results of research by Martin (2005) show that locus of control has an impact on job stress levels, work motivation, job satisfaction, and employee performance.

II. LITERATURE REVIEW

Human resources play an important role in every organization compared to other resources. Human resources are the ones who plan and use resources to produce output, so there will be no meaning of other resources without the presence of human resources in companies or organizations, both public and private. Human resources are the main asset among other assets owned in an organization or agency. Therefore, human resources are the main and very logical concern in order to increase the efficiency and effectiveness of work in an organization or institution.

A. Work Stress

Stress can be interpreted as a person's emotional condition, including feelings of tension facing the workload and demands for completing tasks that must be completed in accordance with the time and expected results. Each individual has a different level of job stress. Stress is a normal condition that occurs in a person when receiving pressure beyond the limits of his ability to complete the job. The problem of work stress in organizations has become an important symptom to observe since the demands for efficiency in work began to emerge. Work stress can stem from various sources, including heavy workloads, tight deadlines, lack of control over tasks, interpersonal conflicts, job insecurity, and unrealistic expectations (Kompier, 2006). Work stress experienced by employees can threaten and interfere with employee performance, such as irritability, unstable emotions, unwillingness to cooperate, and feeling unable to engage (Noviansyah & Zunaidah, 2011). Stress can be one of the things that affects employee work motivation.

B. Work Motivation

Motivation is a drive that arises within a person caused by a stimulus related to several factors, namely: 1) the object of attitude, 2) needs, and 3) a strong desire to achieve it. Thus, strong motivation can influence a person's behavior to take action. Kressler (2003, p. 3) suggests three factors that can create work motivation in individuals, namely: 1) the existence of a strong desire or desire, 2) a stimulus or stimulus related to the fulfillment of one's needs, and 3) a way of

thinking or responding to it. This definition explains that internal forces consist of desire or desire and the ability to think. Robbins (2008, pp. 212-213) states that continued work motivation is the will or intention to spur effort in a better direction to achieve organizational goals and is conditioned due to the desire to satisfy needs. Work motivation, also known as motivation in the context of employment or organization, is a key factor that influences individuals' behavior, performance, and satisfaction in the workplace. It encompasses both internal and external drives that propel someone to achieve goals and excel in their job. Understanding work motivation is essential because it has a direct impact on productivity, employee retention, and overall organizational effectiveness (Latham & Pinder, 2005)

C. Performance of Employees

Cascio (2003, p. 361) states that performance is a record of the outcomes resulting from a particular job function or activity during a certain period of time that shows how well an employee is doing his job. Furthermore, Robbins (2008, p. 190) suggests that the formulation of employee performance can be explained through the function of the interaction between ability, motivation, and opportunity. It can be formulated as (1),

$$P = f(A \times M \times O) \quad (1)$$

where

$$M = V \times E \times I. \quad (2)$$

The results of research conducted by Bryd and Brown (2003) support this opinion, which states that performance is a function of ability and motivation. Performance is a function of ability, efficacy, motivation, and desirability.

III. METHOD

The type of research used is explanatory and cross-sectional research, which explains the object under study through data collected and processed quantitatively (Neuman, 2014). The population of this study were all two-wheeled vehicle repair businesses in Makassar city, totaling 225 people. Furthermore, the determination of the number of samples using the Slovin formula and obtained a sample size of 144 people. The determination of respondents was carried out through a simple random method (Simple Random Sampling). Quantitative data were analyzed using descriptive analysis and multiple regression analysis with the help of the SPSS 13.01 program. Descriptive analysis aims to describe the results of respondents' assessments of work stress, work motivation, and employee performance based on the weighted percentage of answers and the total score of respondents' answers so that an overview of the variables and dimensions of each variable studied can be obtained. The use of multiple regression analysis to examine the relationship between independent variables and dependent variables, both simultaneously (together) and partially (each).

Accept H_0 if $H_0: p \text{ value} \geq \alpha = 0.05$ (not significant)
Reject H_1 if $H_1: p \text{ value} < \alpha = 0.05$ (significant)

Based on this equation, hypothesis testing is then carried out by looking at the results of the t-test, F-test, and determinant test to determine the significance of the influence between variables.

IV. RESULTS

A. Description of Respondents

The sustainability of the Camming Sugar Factory, which continues to exist today, is dominated by employees who have work experience and educational backgrounds and are supported by employees who have attended training.

B. Instrument Validity and Reliability Test

The instrument test results for all question items and statements in the questionnaire show that they are valid and reliable, so they are suitable for use in collecting the desired data in this study.

C. Regression Analysis Results

From the results of the regression test analysis above, it can be stated that partially, the work stress variable (X1) and work motivation (X2) have a significant effect on the performance variable (Y). In other cases, the variables of work stress and work motivation have a significant effect simultaneously and have a positive value. In addition, the value in the sig column of 0.000 is smaller than the alpha 0.05. The magnitude of the influence of work stress and work motivation variables on employee performance is indicated by the R-squared or R^2 value of 0.469 or 47%.

V. CONCLUSION AND SUGGESTIONS

Based on the research problem, several conclusions are obtained: The results of the regression analysis show that:

- 1) Partially, there is a significant negative effect of work stress variables on employee performance of PTPN XIV-unit PG Camming Bone regency.
- 2) The results of the regression analysis show that partially, there is a significant positive effect of work motivation variables on the performance of employees of PTPN XIV-unit PG Camming Bone district.
- 3) The results of the regression analysis show that simultaneously or simultaneously, there is a significant positive effect of work stress variables and work motivation on the performance of employees of PTPN XIV-unit PG Camming Bone regency.

Thus, suggestions can be made that:

- 1) To improve employee performance, PTPN XIV-unit PG Camming needs to pay attention and give appreciation to employees who have work motivation. Through strong work motivation, performance improvement can be improved.
- 2) PTPN XIV-unit PG Camming needs to understand the working conditions of employees that can cause stress and reduce pressure or burden by providing work motivation so that stress levels can be positive to spur employee morale.
- 3) Policies related to employee work demands should be adjusted to field conditions and adjustments to

employee welfare levels so that employees can cope with their workload.

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