The Effect of Work Stress on Employee Performance at PT. ISM Division *Bogasari* Flour Mils Jakarta

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Article Info	Abstrac
	The purpose of this study was to determine work stress on the work of PT. ISM Bogasari Flour Mils Jakarta Division This study uses quantitative descriptive methods with data collection techniques through the distribution of questionnaires, and library data. In this study using a saturated sampling method used a total of 38 employees of PT. ISM Division Bogasari Flour Mils Jakarta, using simple linear regression data analysis techniques. The results of this study show that there is no effect of work stress on the performance of PT employees. ISM Bogasari Flour Mils Jakarta Division, work stress variable has a low effect and has an influence contribution of 2.4% on employee performance variables. The results of this study are expected to contribute to future research.
Info Article	**Abstract**
	Tujuan penelitian ini adalah untuk mengetahui stress kerja terhadap inerjakaryawan **PT.** ISM Divisi Bogasari Flour Mils Jakarta Penelitian ini menggunakan metode dekriptif kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner,dan data pustaka. Dalam penelitian ini menggunakan metode sampling jenuh yang digunakan berjumlah 38 karyawan PT. ISM Divisi Bogasari Flour Mils Jakarta, dengan menggunakan teknik analisis data regresi linear sederhana. Hasil dari penelitian ini menunjukan bahwa tidak terdapat pengaruh stress kerja terhadap kinerja karyawan PT. ISM Divisi Bogasari Flour Mils Jakarta, variabel stress kerja berpengaruh rendah dan memiliki kontribusi pengaruh sebesar 2,4% terhadap variabel kinerja karyawan. Hasil penelitian ini diharapkan memberikan kontribusi untuk penelitian selanjutnya.

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1. INTRODUCTION

PT *Bogasari* Fluor Mills was founded by Soedono Salim, Sudwikatmono, Dhuhar Susanto, and Ibrahim Risjad on August 7, 1970. These four investors are people who have passed the selection by the government to establish a wheat flour company in Indonesia. During one year of the construction process and construction of the factory, then with a notary, the first wheat flour company in Indonesia was formed under the name PT ISM Tbk *Bogasari* Flour Mills. On September 19, 1999, for the first time PT Indofood Sukses Makmur Tbk. *Bogasari* Flour Mills exported wheat flour to Singapore with a shipment of 860 bags. (source: (PT. ISM *Bogasari* , 2023)

On December 1, 1996, PT Indofood Sukses Makmur Tbk. *Bogasari* Flour Mills obtained ISO 9001 certificates from SGS international (UK) and Sukofindo which is limited to quality management, production and installation and includes contact review, document control, perchasing, process control, handling storange, packing and delivery as well as internal quality audits (*Bogasari*, 2005). PT *Bogasari* Flour Mills raised the **5S** system in increasing production power and employee work ethic and changing employee culture for the better, discipline values that will be used to build the company's processes and image as well as business strategy differentiation. The identification of *the* same di*Bogasari* culture

also explains the work ethic culture in *Bogasari* through the 5S system from Japan. (source: (PT. ISM   *Bogasari*   , 2023)

As a company with high complexity, of course, management pays attention to *human oriented aspects* in addition to *task oriented* aspects. This is very important by seeing and understanding the conditions and needs of individual employees who work at the Company, especially in the aspect of work stress which can often have a bad impact, especially reducing their performance level. Work stress consists of various types and varied, including work stress that can provide passion and stimulate employees to be more excited while working, challenges that are considered as self-motivation to work harder, but there is stress that results in decreased morale because employees feel the workload is not in accordance with their abilities, work routines that cause boredom and incompetent colleagues, By looking at the potential stress that can be managed, of course, management seeks to carry out programs that can reduce and reduce stress sticks that occur in the Company.

Work stress according to ((Mangkunegara, 2017) work stress is a feeling of pressure experienced by employees in the face of work. Work stress can be seen from unstable emotions, feelings of unease, like to be alone, difficulty sleeping, excessive smoking, unable to rilkes, anxiety, tension, nervousness, increased blood pressure, and indigestion.

According to "stress is a state of tension that affects emotions, thinking processes, and one's condition (Hani Handoko, 2000)

Build in stating, "Performance   (Debby Endayani Safitri, 2019) is the result of work that a person achieves based on job requirements." Performance indicators include *quantity, quality,* precision time, *attendance* , team work.

Mangkunegara in   (Lysta Lestary & Harmon, 2017)**performance** is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given

According to Mathis & Jackson in the opinion that Performance is basically what employees do or do not do. Employee performance is what influences how much they contribute (Ahmad Rivai, 2020) to the organization which includes: (1) quantity of output, (2) quality of output, (3) duration of output, (4) attendance at work, and (5) cooperative attitude

Based on the results of work stress affects performance by 77.44%, the remaining 22.56% is influenced by other factors. After a significance test obtained a result of 10,643, Ho was rejected and Ha was accepted, meaning that there was a significant influence between work stress and employee performance. Furthermore, according to research,   (Tri Wartono   , 2017) (Nadia Antonita Christy &   Sholihati   Amalia, 2017) there is a significant and significant negative influence on work stress on the performance of production employees at PT Catur Kartika Jaya. Therefore, the author advises companies to socialize about work stress management and various activities outside work that can rest and refresh body and soul.

The results showed that simultaneously work stress, workload, and work environment had a positive and significant effect on employee   (Yuliya. Ahmad et al., 2019) performance at PT. FIF Group Manado. Furthermore, work stress and workload partially did not have a significant effect on employee performance at PT. FIF Group Manado, while the work environment has a positive and significant effect on employee performance at PT. FIF Group Manado.

Based on the results of previous studies, researchers are interested in examining the variables of work stress and employee performance with the title of the effect of work stress on employee performance at **PT. ISM *Bogasari* Flour Mils Division Jakarta.** The results of this study are expected to contribute to further research

2. RESEARCH METHODS

This research is a quantitative descriptive, with the aim of getting an overview of how career development affects the performance of **PT. ISM *Bogasari* Flour Mils Division Jakarta.** For the quantitative approach, it is explained by that the approach uses quantitative because it uses numbers, starting from data collection, interpretation of the data, and the appearance of the results. (Arik unto , 2010)

The population in this study is employees of **PT. ISM *Bogasari* Flour Mils Division** Jakarta. The sample used in this study was employees of **PT. ISM *Bogasari* Flour Mils Jakarta** production division of *Bogasari* Flour Mils has 38 employees., with a sampling technique is saturated sampling. According to the sample is a portion of the number and characteristics possessed by the population. (Lijan Sinambela , 2021)

Hypothesis

As for this study, the formulation of the hypothesis test can be explained as follows:

H1: $\rho = 0$	There is a significant effect of work stress on employee performance
Ho: $\rho \neq 0$	There is no work stress of career development on employee performance

Analysis Model Techniques

In this study, a simple linear regression analysis technique was used. Linear regression is a method that can be used to measure at least 2 variables how to measure the data using dependent variables and variable independent which is drawn through the correlation between the 2 variables through a straight line (Susanti et al, 2010) in . (Andik Adi Suryanto & Asfan Muqtadir, 2019)

Operational definition of work stress variables, 1) work demands, 2) role demands, 3) organizational structure, 4) organizational leadership**.** While the operational definition of employee performance variables, work quality, work quantity, work discipline, accuracy, initiative, and efficiency.

The research design can be explained through the figure below, the effect of work stress as variable X (*independent variables*), and employee performance as variable Y (*dependent variable*).
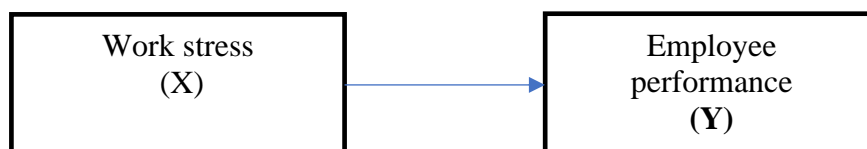
Figure 1 Research Design

3. RESULTS OF RESEARCH AND DISCUSSION

Validity Test

The validity test of the work stress variable instrument (X) concluded that the instrument item items that were declared valid were 5 items**, while the employee performance variable (Y) there were 5 items** declared valid. The test uses a two-sided test with a

significance level of α = 0.05 **with** n = 57 **then obtained** r **table** $_{= 0.266.}$ The test criteria to declare an item valid are **r** $_{test}$ > **r** $_{table}$ This validity test was conducted on 10 nonsample respondents.

Reliability Test

Reliability tests are carried out to obtain the level of accuracy (reliability) of the data collection equipment (instrument) used. The reliability test of the instrument was carried out with ***Cronbach's*** Alpha formula using the help of the SPSS program. The test criteria **for** declaring an item to be **reliable** are **r-test > r-table.** Based on the calculation results, it was concluded that from each item that has been declared valid is reliable with a significance level of **α = 0.05** and the degree of numbness dk = n-1 = 57-1 = 56, significance **5%,** then **obtained r-**$_{table}$** = 0.266.** In the variable development of work stress (X) r-test = 0.625 higher r-table = 0.266 then reliable, **and variable employee performance (Y)** r-test **= 0.710 higher r-table** = 0.266 **then** reliable

Simple Linear Regression Analysis Test

In Table 1 can be explained the results of a simple regression analysis, knowing how much the t-test value, the level of significance, and can be known the regression formula, for more clearly the following coeficient results carried out with SPSS;

Table 1
Simple Regression Analysis Table

Coefficients a

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.258	1.901		10.131	.000
	Work Stress	.122	.129	.155	.944	.352

a. Dependent Variable: Employee Performance

Source: Data processed from SPSS

Based on the calculation above, a regression equation is obtained that can be used to predict variables through work stress variables, namely; **Y' = 19.258+ 0.122x.**

As a basis for decision making, it can be seen that by using **the t Test,** as follows:

a) If the **calculated value** > the ttable value, then there is an influence of variable X on variable Y.

b) If the **calculated value** < the ttable value, then there is no influence of variable X on variable Y

Based on the calculation of t-table that has a significance of 5% can be known using the formula: t table = t (α/2; n-k-1), so that the value of t-table 0.025; 38-1-1= (0.025; 36)= 2.028, then t-calculate (0.944) < t-table (2.028), sig value 0.353 > 0.05, thus it can be concluded that there is no influence of work stress variables on employee performance variables.

From the calculation results in table 2 of the termination coefficient of the calculation above, it can be concluded that work stress has a contribution of **2.4**% to employee performance, while the remaining **97.6%** is influenced by other factors that have not been studied. Then the work stress variable has **a low** effect with an r value of 0.24 **(located in the correlation coefficient interval of 0.20-0.399).**

Table 2

Coefficient Determination

Model Summary

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.155a	.024	-.003	3.410

a. Predictors: (Constant), Work Stress

Source: Data processed from SPSS

Table 3
Anova

ANOVA [a]

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	10.353	1	10.353	.890	.352b
	Residuals	418.620	36	11.628		
	Total	428.974	37			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Work Stress

Source: Data processed from SPSS

Discussion

Based on the results of the study above, it shows that the variable work stress does not affect the performance of **PT employees. ISM** *Bogasari* **Flour Jakarta Division**, of course, the Company in this case has tried to reduce the stress level of its employees with several programs related to the personal needs of employees in reducing work stress in the Company environment, some of the main points that have been implemented by the company such as attention to task demands have been well considered, because it is a factor that is associated with one's work such as conditions work, and physical layout work, then the Company has tried to meet the demands of its role related to the pressure exerted on a person as a function of a certain role played in an organization, in this case the psychological factoe of employees gets the attention of management, As for other efforts that the Company has made and at the same time to increase stress reduction is to look at interpersonal demands, which is pressure created by other employees, this is important the role of management to create harmonization that exists within the Company's environment, on aspects of organizational structure, which provides an image of agency colored by unclear organizational structure, lack of clarity regarding positions, roles, authorities, and responsibilities, management needs to provide clear job descriptions so that employees know the duties, its functions and responsibilities. And no less important is the leadership role of the organization by providing a management style that does not create tension, fear and anxiety.

4. **CONCLUSION**

Based on the results of testing and analysis of the relationship between variable X and variable Y regarding the effect of work stress on employee performance at **PT. ISM** *Bogasari* **Flour Mils Jakarta Division, that** there is no influence between work stress variables on employee performance variables because of the value of **t-test< t-table,** -test (0.944) < t-table (2.028. Then the work stress variable has a **low** influence with an r value **of 0.24 (located in the correlation coefficient interval of 0.20-0.399).and has an influence contribution of** 2.4% **on employee performance variables, while the remaining** 97.6% is influenced by other factors. Furthermore, it can be known the regression equation that can be used to predict, namely; $\mathbf{Y' = 19.258 + 0.122x.}$

5. **BIBLIOGRAPHY**

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