

The Effect of Job Stress on the Performance of Production Department Employees at PT Saurindotex Mandiri

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Abstract

The decline in employee performance at PT Saurindotex Mandiri can be caused by several factors. Factors that influence performance include work stress and the work environment. The phenomena that occur include decreased employee performance, high levels of employee stress and an unsupportive work environment. The objectives of this research are 1. To find out work stress at PT Saurindotex Mandiri, 2. To find out employee performance at PT Saurindotex Mandiri, 3. To find out whether or not there is an influence of work stress on employee performance at PT Saurindotex Mandiri, this research, which used quantitative methods with associative techniques, was carried out at PT Saurindotex Mandiri with a population of 86 employees with data collection techniques using questionnaires. Based on the results of the research conducted, the results of testing the multiple linear regression equation $\hat{Y} = 7.822 + (-0.187) X_1$ can be used to explain the form of a linear relationship between work stress and employee performance. Simple linear regression equation $\hat{Y} = 7.822 + (-0.187)$ constant 7.822.

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1. INTRODUCTION

The rapid development of science and technology has increased competition between institutions/business entities. In the era of industrial revolution 4.0, the challenge directly faced is globalization with all its implications. With the development of science and technology which continues to increase rapidly, it has created a dynamic condition and has changed a new paradigm in world development between business entities. Every business entity must have the courage to face change and win the competition with quality resource management. The resources owned by a business entity such as capital, methods and machines cannot provide optimal results if they are not supported by human resources that have optimal performance. Human resources as an element in an organization can be interpreted as humans who work in an organization. So, companies need employees who are able to work better with high performance in order to achieve company goals by organizing harmonious and integrated cooperation between leaders and their subordinates. (Mukrimaa et al., 2016)

Conditions like this have created competition that requires serious attention from every organization/business entity which is required to have strategic and concrete capabilities in taking steps to adapt to rapid technological changes. Based on these conditions, it really requires thinking to see that the social conditions of society, the many different social classes, religions and educational backgrounds are concentrations that must be taken seriously, so that human resources in a business entity or company can work in harmony. (Robert & Brown, 2004)

Hasibuan (2019:10) states that "Human Resource Management is the science and art of managing the relationships and roles of the workforce effectively and efficiently

to help realize the goals of the company, employees and society." (Ryan et al., 2020)

Human resources are a very important factor that cannot be separated from an organization, both companies and institutions. Apart from that, human resources are also a factor that influences the development of a company. So it could be said that a company can develop very rapidly if it has a lot of competent human resources, conversely, if the human resources working in a company are not of good quality then the company's development will also be hampered. It is very important for a company as a social system that employs people to pay attention to work stress, because conducive work stress is expected to improve employee performance. Employees feel that their work stress is good or bad, pleasant or unpleasant, supportive or stressful, depending on how the employee views, interprets and gives meaning to something that happens in their work stress, both physical conditions and the condition of the company and interpersonal relationships within it (Eri Susan 1, 2019).

Every worker has abilities based on knowledge and skills, competencies appropriate to their job, work motivation and job satisfaction. However, workers also have personalities, attitudes and behavior that can influence their performance. There are not only human resources in it but also other natural resources such as materials, equipment, technology and work mechanisms that take place within the organization.

PT Saurindotex Mandiri is a company engaged in textile manufacturing, especially in the production of knitting and embroidery. Known as one of the leading manufacturers in Indonesia, the company has built an excellent reputation thanks to its commitment to high quality and market competitiveness. With complete production equipment and well-organized processes, PT Saurindotex Mandiri has become a leader in the Indonesian textile industry.

As a company that is established in the middle of an industrial city that greatly influences competition between companies in other business fields, of course the company must pay attention to human resource management.

The role of human resources in a company is very necessary, especially if you look at the current business stress conditions, competition is very tight, so companies have to think hard about maintaining human resources in good performance so that the company survives. Quality human resources are needed to serve the community well and pay attention to employee performance so that company activities run optimally. Because basically if the company understands the importance of employee performance, then the company's goals will be achieved, in this case employee performance is an important factor in the continuity of the company's business.

Mangkunegara (2017:67) states that "Performance is the result of the quantity and quality of an employee in carrying out their duties in accordance with their responsibilities." (Kerja et al., 2020)

Decreased employee performance will affect company stability. The performance of PT Saurindotex Mandiri employees is said to be not optimal, as shown by information obtained from Mr. Haris Raharja as Manager, it is known that the decline in the performance of PT Saurindotex Mandiri employees is caused by several factors in the table below. The following is a data report from PT Saurindotex Mandiri.

Table 1.1
Production data of PT Saurindotex Mandiri
2021-2023

Period	PRODUCT ION PER YEAR	PRODUCTION TARGET PER YEAR (TONS)	PERCENTAGE
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	(TONS)		
2021	13.217	13.700	96%
2022	12.971	13.700	95%
2023	12.668	13.700	92%

Source: Production Admin (*result* line A & B 2021-2023 processed data)

Based on table 1.1 above, it shows that there are performance problems at PT Saurindotex Mandiri. In the data on the decline in production in 2021-2023, this is due to employees not meeting the production target set by the company with a target of 13,700 tons per year, especially in 2023 the amount of production per year is only 12,668 tons with a percentage of 92%, experiencing a decrease of 3% from the previous year.

The employees of PT Saurindotex Mandiri from the description above were unable to complete the work according to the targets that had been set. This is what happens in employee performance problems, namely punctuality in completing work and quality of work so that performance decreases. To see for sure the decline in performance, the researchers made observations. From these observations it can be seen that there are several factors that influence employee performance, namely work stress and work stress. This can be described as follows:

The problem that occurs is work stress. Work stress is a form of a person's response, both physical and mental, to changes in stress that are felt to be disturbing and result in him being threatened (Michael et al., 2009). Meanwhile, according to Hingpins in Umar (2010: 55), if employees do not have stress, there will be no challenges and as a result, performance will be low. The higher the stress level, the more work challenges increase, which will result in increased performance. So, an employee's work stress must be within the maximum standard of a person's performance. (Student et al., 2021)

According to Siagian (2017:300) defines "work stress as a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and condition of an employee." (Simbolon, 2021)

The types of stress faced by PT Saurindotex Mandiri employees vary, according to the job position they hold. Most employees have problems with the time given to complete their work because of impromptu tasks that can be given by superiors with a predetermined completion time. Sometimes employees are required to work overtime to complete work within the specified time. Because, if employees are unable to complete their tasks well and on time, this will affect the employee's assessment, which will ultimately affect the calculation of salary increases each year. Also, there are double *jobs* or simple positions held by several staff so that the work results produced are less than optimal.

Table 1.2
Recapitulation of PT Saurindotex Mandiri Employee Attendance
2021-2023

ABSENCE CRITERI A	YEAR 2021	YEAR 2022	YEAR 2023
Alfa	9	8	7
Sick	54	55	85
Permission	31	41	29

Number of absences	94	104	121
Number of working days	244	249	248
Rate-rate	7.83	8.67	10.08
Percentage	39%	42%	49%

Source: PT Saurindotex Mandiri employee attendance for 2021-2023 which has been processed.

Employee absenteeism is an important thing in a company, according to the theory put forward by Artha, work stress can be measured from physiological and behavioral symptoms, physiological symptoms that occur such as health and medical visuals, while one of the behavioral symptoms can be seen from employee absenteeism. The problem of stress in a company has become an important symptom since the emergence of demands for efficiency in carrying out work which is closely related to employee absenteeism itself. One of the phenomena that occurs can be seen from employee absenteeism. Based on the table above, it can be seen that the total absenteeism rate for PT Saurindotex Mandiri employees based on percentages in 2021 is 39%, while in 2022 it increased to 42% and experienced another increase in 2023 of 49%. The greater the percentage of employee absences, the more employee performance declines. This shows that there are symptoms of work stress in PT Saurindotex Mandiri employees. One solution that can be done to reduce work stress is by reducing the workload felt by employees and improving work stress where the employee is.

It is not only work stress factors that companies pay attention to in order to improve employee performance, but companies must also pay attention to the second factor, namely work stress which affects employee performance.

Sedarmayanti (2017:4) states that "Work stress is the totality of tools and materials encountered, stress surrounding where a person works, work methods, and work organizers both as individuals and as a group." (Pusparani, 2021)

Every organization or company always wants its employees to have high performance, therefore in this case the leadership must understand or know what factors can influence the performance of their employees.

Based on the background explained above, and to provide direction and objectives to be achieved in this research, the author is interested in knowing in more depth about the influence of work stress on employee performance in the production department of PT Saurindotex Mandiri

2. RESEARCH METHOD

This type of research is a type of quantitative descriptive research, according to Sugiyono (2019:16) quantitative methods can be interpreted as research methods based on positivist philosophy used to research certain populations or samples, data collection using research instruments, data analysis, quantitative/statistical in nature. , with the aim of testing the established hypothesis

3. RESULT AND DISCUSSION

1. Based on the test results above, the multiple linear regression equation $\hat{Y} = 7.822 + (-0.187)$ The simple linear regression equation $\hat{Y} = 7.822 + (-0.187) 0.017$ with a constant of 7.822.
2. The Effect of Job Stress on Employee Performance

Measurement of research variables was carried out using a questionnaire developed from indicators of the work stress variable (X). From the results of the validity test on each employee performance indicator, it is clear that all statement items are declared valid. The results of the reliability test found that all statement items were declared reliable and reliable for conducting research on a sample of 86 respondents. Based on research findings, it can be explained that the work stress variable has a negative and significant effect on employee performance. It can be concluded that work stress has a negative and significant effect on employee performance.

3. The results of the T test show that there is a negative and significant influence, meaning that the higher an employee's work stress, the lower his performance. Conversely, the lower an employee's work stress, the higher his performance. Work stress will quickly reduce employee performance if employees do not feel satisfied with the results of their work. Work stress arises because of negative thoughts such as the feeling that employees have excessive obligations, work, working hours.
4. Work stress needs to be prevented because it will cause various negative impacts such as decreased productivity and job satisfaction becoming worse due to decreased creativity and health problems for employees. The findings of this study support several previous research results and are consistent with the research results of Adetayo et al. (2014) who found that work stress has a significant negative effect on employee performance, because excessive workload, career development, family problems and organizational problems can reduce employee performance where employees feel tired, anxious, unhappy, have headaches, weakness and easy to get angry. This is in line with research by Hartono Jessie Steven and Arif Partono Prasetyo (2020) Science and Technology Research Journal Vol. 5 No. January 1 2020 entitled The Effect of Job Stress and Job Satisfaction on Employee Performance. The results obtained in this research show that job stress has a significant negative effect on employee performance. This means that employees with low stress levels will have higher performance compared to employees who have higher stress levels

4. CONCLUSION

Conclusion

Based on the explanation discussed in the previous chapter, the following conclusions can be drawn from this research:

1. Based on the results of the descriptive analysis, the work stress variable is in the bad category because there are still weaknesses in the company, including the large number of employees who have multiple positions in the company, the workload given beyond their abilities, and work pressure from superiors in the company.
2. Based on the results of the descriptive analysis, the employee performance variable is in the not good category because there are still weaknesses in the company, including the ability to perform basic tasks, maximizing the results of achieving final results, initiative, compliance with work procedures and completing tasks on time.
3. Research results: Job Stress has a significant effect on employee performance at PT Saurindotex Mandiri. The research results show that $t_{count}(7,477) > t_{table}(1,988)$ on $\alpha = 0.05$ From these results it can be concluded that partially Job Stress has a significant effect on employee performance at PT Saurindotex Mandiri.

Suggestions

Based on the results of the discussion of the conclusions, there are suggestions or input that can be given, including:

1. In terms of developing work stress among PT Saurindotex Mandiri employees, this agency should carry out training programs related to employee skills so that the work

stress of each employee becomes better, so that employee performance can be maximized.

2. One way to build employee performance is to build work stress that is in accordance with skills (*Skill*) Employees and are also supported by a high level of discipline. With good employee performance, they can support the progress of the agency in the future.
3. For further research, it is hoped that we can carry out research with the same type of research or other types, both methods and research designs that are more developed in order to prove existing theories with existing developments, and for the Work Environment variable, more complete indicators can be added. and more complex

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