

Work Stress In Finatama Bandung Affects Individual Performance

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Abstract

This study aims to identify the predominant kind of stress affecting employee performance at BPR Finatama and examine the factors that influence work stress in individuals and organisations and have an impact on individual performance. 57 employees who were selected at random from the general public were used as a sample in this explanatory study. The information was gathered using a Likert scale questionnaire. The data were examined by multiple linear regression using the SPSS 23.0 programme. The hypothesis test made use of the validity and reliability tests, the traditional assumption test, and the F and t tests. The results of this study indicate that both individual and collective stressors have an effect on employee performance. The results of this study show that employee performance decreases as employee stress increases, and that employee performance increases as employee stress decreases. Leaders at BPR Finatama should be able to participate more actively in each activity or group task and offer rewards to staff members to ensure that every work is completed correctly in order to improve employee performance.

Keywords: Stress Work, Performance, Performance Employee

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INTRODUCTION

One of the things lowering employee performance is current stress. Person on In general, stress can occur if the person has an internal or external response. When desires and realities diverge, stress results, which can have either positive or bad effects. Stress at work can result from these outcomes at any time. Employees in the office receive demands from many parties on a daily basis. Therefore, it is extremely likely that possibilities for stress will arise whenever they choose. It manifests when Employees are less able to adjust to the gap between their wishes and what really happens. One of the effects of work stress is a sense of lack of freedom, a lack of motivation, and an easy capacity for frustration.

Employees that are under stress won't be able to work as hard as they could. Not ideal job, but there is room for improvement in terms of staff performance. When a specific individual cannot handle stress, it will have an effect on both the business and the employees. Employees may experience transfers, demotions, or even termination as a result of their poor performance. Employee performance and stress are currently the two factors that have the biggest impact on how a company

is progressing. According to Robbins & Judge (2011), there is a link. Employee performance and stress are inversely correlated. Low to moderate levels of stress stimulate the body and improve its capacity for action. People frequently accomplish their tasks better, more intensely, or faster at that precise moment. But excessive stress places demands on people that they cannot meet or limits them, which lowers performance.

Bank Credit People Finatama. Bandung (BPR Finatama) demands that every employee constantly achieve the company's vision and goal in order to carry out every policy and objective. There is pressure from BPR Finatama on employees to perform to expectations so they can compete with RB rivals in Bandung. Additionally, pressure Employees are forced to adjust to changing conditions and BPR Finatama's new policies as a result.

At BPR Finatama, stress at work results from the company's failure to meet its goals. Employees at BPR Finatama are also affected by a variety of sources of stress at work, such as stress at work that originates from groups, outside organisations, inside organisations, and individual employees. Managers should be able to recognise the symptoms of employee work stress resulting from the BPR Finatama phenomena. Employee stress needs to be reduced in order to maximise performance.

connection between employee performance and stress at work Numerous studies have been conducted, including those by Bulolo, Dakhi, and Zalogo (2021) on the employee office at the Camat Aramo Regency Nias South, Bimantoro (2020) on PT. Tonga Tiur Putra, Sandiarta & Suwandana (2020), Bulolo, Dakhi, & Zalogo (2018) on the employee disperindagkop, and Natria, dedi, & Pati And UMKIM Manokwari, Sulastri (2020) on Bengkulu Honda Astra Motorcycle dealers' employees. These studies have all discovered a link between employee performance and workplace stress.

In Muis (2021), the dual role conflict at BNI Macassar is examined in relation to job performance. This study showed that employee performance is impacted by work stress. Putri & Rahyuda (2019) also looked at how workload and employee performance are mediated by work stress. It was discovered that a reduction in workload will improve worker performance. Saraswati and Sintaasih (2021) investigated how work stress affected Employee Country Civil (PNS) performance. Study findings indicate that stress has a detrimental and noticeable impact on civil servant performance. According to Hayati & Armida (2020), nursing women will do well on their own, which will cause work and family stress.

The study Effects of Competence, job Stress and Work Conflict on Goals by Miranda, Sirajuddin & Gunawan (2020) also looked into job stress. Work and worker performance in the sector of power generation. After conducting data processing and analysis, it was determined that work stress has a detrimental impact on employee satisfaction with their jobs as industry generators of electricity, however the impact is not large.

The goal of this research is to examine the impact of work stress on employee performance. It is based on Dharmayasa & Adnyani's research (2020) with the title Effects of Stress Work, Satisfaction Work, And Compensation Financial To Performance Employee. findings of the study This demonstrates how stress at work has a negative impact on employee performance. Should party

management company refrain from assigning tasks that are outside the scope of the position and job description held by the employee, designing a work environment that supports as well as applying rules so that employees can support one another, and should offer incentives based on performance.

With the title Influence Job insecurity To stress Work, Performance And turnovers Intention, Saputri, Hidayati, and Sustainable (2020) also looked into the impact of work stress on employee performance. PT Bank Mandiri (Persero) Employee Study This goal is to examine how job instability affects stress at work, performance, and intention to leave. Employees from the sales units of Micro Clusters 1 and 2 of PT. Mandiri Bank (Persero) Tbk Samarinda make up the research sample. Analysing data with SEM-PLS. Tbk discovered that the study's findings show that there is a negative and substantial influence of job insecurity, work stress, and turnover intention on performance, as well as a positive and significant effect of job insecurity on these factors.

Based on the study by Indrawan, Claudia, and Rifani (2022), Workload and Work Stress on Employee Performance: Mediating Effects of Burnout (Study on Employee Pt. Sevens Sari Tama Branch Banjarmasin), This study aims to determine the relationship between burdensome work (X1) and stressful work (X2) and employee performance (Y), with burnout's mediation impact (Z) on workers at the PT. Sapta Sari Tama Branch in Banjarmasin. Burnout is influenced by work-related stress, although performance is unaffected. The study's findings indicated that stress at work can lead to burnout in employees, but that encouragement from superiors can help to inspire workers to make contributions that are more beneficial. Study Next, it is preferable to include a number of factors that affect employee performance, such as salary and motivation.

REVIEW REFERENCES

Understanding Stress

According to Robbins (2005), stress is a psychological condition that has no pleasurable effects and results from high environmental pressure. According to Luthans (2010), stress has a minute but very real effect on a person's mannerisms and productivity.

Understanding stressor

Understanding Stressors According to (Ivancevich, Konopaske, & Michael, 2006), stress is an action, situation, or event that places unique demands on a person. It may occur in the workplace. Stress, that is as a reaction, is understood in part as a reaction to various stimuli. A stressor is an external incident or circumstance that could be dangerous or frightening. Stress is a result of the interplay between a sensory environment (a stressor) and a person's response, according to Ivancevich et al. (2006).

Stressor This business trend had the effect of increasing stress levels. Because there are conditions or circumstances that might occasionally affect a firm and stress out employees, such as the potential source of stress that is all by itself and can naturally affect an employee's ability to do their duties. By Because That If company No Minimising these circumstances will have an effect in the future, and production will either decrease or decrease.

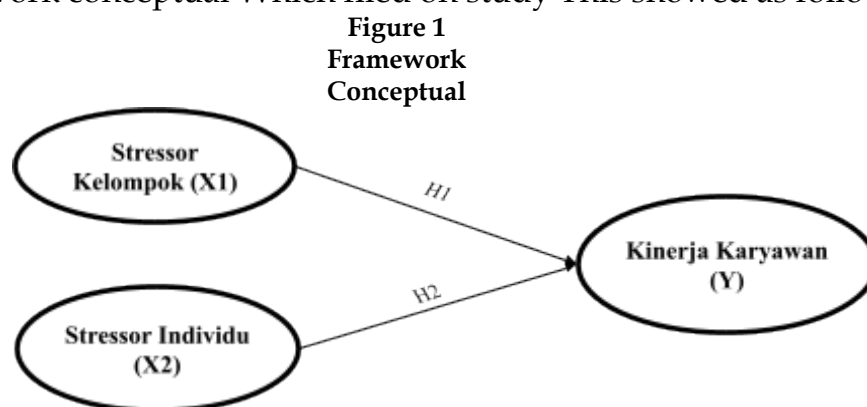
Reason stress

The four categories of causes of stress are as follows, according to Luthans

(2010): 1) Stressors outside of the organisation, which include factors like social or technological change, globalisation, family, relocation, economic and financial situations, social class and race, or societal norms; 2) Organisational stresses, such as administrative policies, plans, and procedures, organisational structures, methods, and circumstances at work; 3) Group stresses, which can be brought on by dynamics within the group as well as a lack of group cohesion and social support; 4) Individual stressors, such as personality patterns, control issues, and feelings of helplessness that have been researched as well as psychological power, in addition to the fact that they may be brought on by the degree of intra-individual conflict that results from discontent with one's roles, goals, and aspirations.

Framework Conceptual

Framework conceptual Which filed on study This showed as following:



Source Data processed 2023

Hypothesis

When the formulation of the research topic is expressed as a question, a hypothesis is a temporary solution to the problem investigation. While since the newly provided solutions are based on the pertinent theory rather than on practical evidence gathered through data collecting. As a theoretical response to the research problem formulation, the hypothesis is also clearly defined, but it provides an empirical solution. 2017 (Sugiyono)

Based on theory on And background behind as well as formula problem so can put forward research hypothesis as follows:

H1: Group stressors affect the performance of BPR Finatama employees

H2: stressor Influential individual on performance BPR employees Finatama

METHOD STUDY

Explanatory research is used in this study. Explanatory research, or research that uses hypothesis testing to explain the causal relationship between variables, is defined by (Umar, 1996) as such. The study was carried out at BPR Finatama. The sample used in technique sampling is saturated. Sugiono (2017) defines saturated sampling as a sampling technique in which samples drawn from the entire population are employed. Using the entire population as the sample, there are 57 employees.

Primary data and secondary data are the two types and sources of data used in this study. Primary data was acquired by a questionnaire with a Likert scale, and secondary data came from company-owned documents or records as well as the literature that supports this research. Regression linear double using SPSS 23.0

programme was used to analyse the data. used as a testing tool in a study Validity of this use test and dependability when using Windows SPSS 25. An instrument is considered valid if it can expose data and variables that have been well investigated or can express what you wish to measure. If the probability of the correlation results is less than 0.05 (5%), it is deemed legitimate. a dependable instrument was mentioned If measurements are repeated, data from the index scale will be reliable.

If the Croanbach's Alpha value is greater than 0.6 (> 0.6), it is deemed dependable. The classical assumption test seeks to confirm that multivariate procedures, including regression methods, can be applied to specific data in order for it to be properly interpreted. This study measures homoscedasticity with the heteroscedasticity assumption test, multicollinearity with the multicollinearity assumption test, and normality with the normalcy assumption test. Multiple linear regression is the data analysis method employed in this investigation. Test for Regression Intended as a test How does variable X affect variable X? And observe the large and minute differences in how these variables affect the variable Y. Equation regression is used to ascertain how the independent variables and dependent variable relate to one another.

First, apply test F in a method that simultaneously aims to ascertain whether or not independent factors have an impact on the dependent variable. In a way, test the second hypothesis. The purpose of the partial usage test is to ascertain whether or not each independent variable has an impact on the dependent variable. To find the dominant independent variable or the one that has the most influence on the dependent variable, test the third hypothesis.

RESULTS AND DISCUSSION

Test validity And Reliability

Based on the results of Table 1 of the validity test stated that all items that measure the research variables have R-counts that are greater than R-tables, as well as values Sig.(2-tailed) of *the personal correlation* to the total variable for each item is $0.000 < 0.05$ (level significance or α). So stated that instrument study Which used considered Valid or Legitimate. Based on results from test reliability is known that mark *Cronbach's Alpha* of each item that measures the larger research variables from 0.6. This matter show that research instrument used reliable.

Table 1 Test validity And Reliability

Items	R-Count	R-Table	Information	Cronbach's Alphalf Items Deleted	Cronbach's Alpha	Information
X1.1	,570	0.329	Valid	,737	0.57	Reliable
X1.2	,520	0.329	Valid	,747	0.57	Reliable
X1.3	,352	0.329	Valid	,752	0.57	Reliable
X1.4	,612	0.329	Valid	,734	0.57	Reliable
X1.5	,579	0.329	Valid	,716	0.57	Reliable
X1.6	,457	0.329	Valid	,736	0.57	Reliable
X1.7	,391	0.329	Valid	,751	0.57	Reliable
X2.1	,382	0.329	Valid	,768	0.57	Reliable
X2.2	,379	0.329	Valid	,755	0.57	Reliable
X2.3	,539	0.329	Valid	,730	0.57	Reliable
X2.4	,357	0.329	Valid	,757	0.57	Reliable
X2.5	,504	0.329	Valid	,716	0.57	Reliable
X2.6	,572	0.329	Valid	,747	0.57	Reliable

X2.7	,367	0.329	Valid	,768	0.57	Reliable
Y1	,775	0.329	Valid	,716	0.57	Reliable
Y2	,647	0.329	Valid	,730	0.57	Reliable
Y3	,775	0.329	Valid	,716	0.57	Reliable
Y4	,611	0.329	Valid	,755	0.57	Reliable
Y5	,531	0.329	Valid	,734	0.57	Reliable
Y6	,563	0.329	Valid	,734	0.57	Reliable

Source Data processed 2023

Test coefficientd Determination

According to Table 2, this R-Square value is large (0.751). Demonstrate how 75.1% of the stress at work was caused by employees' performance and their influence on stressor Group (X) and stressor Individual (X). Whereas the remainder is explained by other factors not taken into account in this study (i.e., $100\% - 75.1\% = 24.9\%$).

Table 2 Test the Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1				
1	,867a	,751	,736	1,15452
a. Predictors: (Constant), TX2, TX1				

Source : data processed 2023

Test F

Table 3's statistics show that the computed F value is 49,729, with a value Sig. as large as 0.000. With regard to, F-table For a 0.05 level of significance, $df_1 = 2$ and $df_2 = 33$, which equals 3.28. Because Sig. (0.000 0.05) and $F_{count} > F_{table}$ ($49,729 > 3.28$) values are higher. This indicates that the regression model that is created is viable and can be used to forecast how stressors such as Group (X 1) Individual Stressors (X 2) BPR Finatama will affect the data. The regression model that is created also satisfies the goodness of fit model.

Table 3 F test

ANOVA ^a						
Model		sum of Squares	df	Means Square	F	Sig.
1	Regression	132,569	2	66,285	49,729	,000 ^b
	residual	43,986	33	1,333		
	Total	176,556	35			
a. dependent Variables: TY						
b. Predictors: (Constant), TX2, TX1						

Source : data processed 2023

Formation Model Regression

Mark B on Table 4 so can formed model regression double linear as follows: $Y = 4,953 + 0.622 X_1 + 0.398 X_2 + \varepsilon$. The regression model formed, is known that constant regression worth positive, as big 4,953. Show that variable effect of Group Stressors (X_1) Individual Stressors (X_2) if the value is 0 then Performance BPR Finatama employees have a performance level of 4,953. Coefficient value coefficient regression on X_1 (Group Stressor) has a positive value of .622 units. This means that for every increase in Group Stressor by 1 time, then BPR Finatama Employee Performance will increase of .622 assuming variables another constant.

Coefficient value The regression coefficient at X_2 (Individual Stressor) has a

positive value of .398 unit. This means that every increase in Individual Stressors is 1 time, then Performance BPR Finatama employees will increase by .398 assuming other variables constant.

Table 4 Formation Model Regression

Coefficients ^a						
Model		Unstandardized Coefficients		standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	4,953	3,099		1,598	,120
	TX1	,622	,101	,616	6,186	,000
	TX2	,398	,104	,379	3,813	,001
a. dependent Variables: TY						

Source : data processed (2023)

Test t

The t-table value with a significance level of 0.05 is 1.98397, according to the t test findings. Sig. 0.000 and a t-value count X 1 (Group Stressor) of 6.186. It demonstrates that the variable (Stressor Individual) mark t-count No is at in the range of -t-table till+t-table (6,186 No is at in the range of -1.98397 until +1.98397) and Sig. t (0.000 0.05). Thus, workplace pressures have an impact on how well BPR Finatama employees perform. Therefore, the study's first hypothesis, "Individual stressors affect performance in BPR Finatama employees," or H1, was accepted.

Mark the t-count X 2 (individual stressor) as large with a Sig. 0.000 value. Matter This demonstrates that the variable's t-count value (Individu Stressor) is not in the range (3.813 No is at in range -1.98397 till +1.98397) and Sig. t (0.000 0.05). Individual stressors, then, have an impact on Finatama's performance at BPR. Individual stressors have an impact on the performance of BPR Finatama employees, according to study's second hypothesis (H 2).

DISCUSSION

Based on test results, it was determined that the stressor group affected how well BPR Finatama staff performed. The findings of this study are consistent with those of Sandiarta's research (Sandiarta & Suwandana, 2020), which found that employee performance is negatively impacted by work stress in a considerable way. When employees feel stressed out at work, this can improve satisfaction. Do your best to improve staff performance. Individual stressors have a big impact on employee performance.

Managerial behaviour, a lack of cohesiveness, internal conflict, and status differences are all signs of group stressors. Results of questionnaire data analysis Which shared to response with indicators of managerial behaviour, a lack of unity, and internal conflict amongst group members to know there are stressor influences Employee performance Finatama group at BPR.

Based on test results, it was determined that stressor individuals affected how well BPR Finatama staff performed. The findings of this study are consistent with those

of Saraswati's (2021) research, which found that employee performance is impacted by workplace stress. These findings suggest that a low degree of workplace stress will enhance worker performance. Employees that are under less stress will also feel more satisfied with their work, which will lead to improved performance.

Individuals that experience stress have indicators that include demands on their time, conflict or uncertainty in their work, connections with coworkers at work, excess or lack of burden, and boredom. Work. Results of the questionnaire's data analysis Which provided the responder with the following indicators of job demands: Conflict, Ambiguity, Control Environment, Relationships with Supervisors, Overload, Underload, and Boredom of job For Know Exists Influence Stressor Individual in in Performance Employee RB Finatama.

According to respondents, group work stress was influenced by demands work tight like time gift task with deadline, conflict roles like positioning each person as a colleague not as a competitor, and ambiguity roles like the situation when the task given is still ambiguous related to the jobdesc that should be done. The description of the research results is good based on the results of data processing with SPSS 23 and observations what researchers did. Position yourself with senior employees or other coworkers who foster a comfortable work environment to exert perceived environmental control.

Researchers' field observations revealed that some employees were still completing their duties alone and viewing their pals as competitors because they were required to meet the company's various targets. It demonstrates how people turn their coworkers into rivals, creating a hostile work environment.

CONCLUSION

The distribution of questionnaires indicating an influence which reveals that Group Stressors and Individual Stressors affect performance employee in RB Finatama demonstrates how Organisational Stressors and Individual Stressors impact employee performance. Group and individual stressors, together with other higher level stressors, have a significant impact on employee performance.

In order to lessen workplace anxiety, BPR Finatama management staff is required to refrain from implementing any new or impromptu systems or methods, as well as to prevent conflicts from arising amongst groups inside the organisation. Employees should paraphrase to improve performance Employees make the best use of their time during the workday so they can complete their tasks with quality and on-time.

Working circumstances, poor performance amongst groups, and poor communication between employees are further determining factors. Important business to recognise or control stress Employees who have encountered work-related stress will perform better overall, increasing their ability to carry out their responsibilities in a responsible and professional manner. In order to foster a positive working relationship between superiors and subordinates or employees, it is necessary for the superiors to be upfront about work stress. Because an incorrect one of a company's crucial factors is its human resources.

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