

THE INFLUENCE OF WORKLOAD ON EMPLOYEE STRESS AT PT ANEKA KARYA TANGGUH PEKANBARU

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Abstract

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This study aims to determine the effect of workload on employee work stress carried out at PT. VARIOUS WORKS OF TOUGH PEKANBANU. The population in this study was 33 people. In this study, the sample used was the full sample, which was 33 employees. In analyzing the data, this research uses descriptive and quantitative methods. The descriptive method aims to describe the relationship between actual reality and related theories. The results are to be able to draw conclusions and tabulated in tabular form, then analyzed according to research objectives: While quantitative methods are used to determine the relationship between the independent variable (X) and the bound variable M by using statistical equipment simple linear regression method. Based on the t-test Workload obtained tcount 10.210 tabe/ 2.039 The regression equation is $V3.547+0.709x$ Constant of 3.547, meaning that if the Workload the value is 0; then Work Stress has a positive value, which is 3.547 The workload coefficient value (0.709) indicates that every change in Workload increases by 1 unit, the Work Stras period will be nax by 0.709 units. Judging from the coefficient of the workload determinant, it can be explained from the existing R Square (R) value of 0.771 which means that the workload has an effect of 77.1% on employee work stress at PT Aneka Karya Tangguh Pekanbaru. other independent variables not observed in this study.

Keywords: Workload and Work Stress

1. INTRODUCTION

Human resource planning (HR) is an important part of the human resource management process. However, the importance of these human resources is often not realized by companies, because there is an assumption that if needed they will be fulfilled immediately given the availability of a large number of workers, but in fact the need for resources that are in accordance with the criteria and needs of the company is difficult to fulfill, not as easy as it seems. expected, so that the organization does not have human resources that are ready to face competition and business challenges as well as customer expectations.

In maintaining the existence of employee performance, a worker must face every challenge, change or workload. Every work done by someone can provide its own burden for work, both physical, mental and social. In relation to the work or profession occupied, everyone has different abilities in managing their workload, if the workload exceeds the ability of the worker or is below the ability of a worker, it can cause stress.

The danger of stress is caused by a condition of physical, emotional and mental exhaustion caused by being involved for a long time with an emotionally demanding situation. The process takes place gradually, accumulatively, and over time gets worse. Serious work on the part of the company makes employees depressed, unmotivated, and frustrated causing employees to work not optimally so that their performance will be disrupted. In the long term, employees cannot withstand work stress so they are no longer able to work in the company.



PT. Assorted Works Tough is a company engaged in several business fields, namely Distributor, General Supplier, and Trading . superior products, namely Cement Board "GRC Board" and accessories, as well as Cement Additive "DAMDEX" which is located in Pekanbaru. The problem that occurs at PT. Aneka Karya Tangguh Pekanbaru is that it is not balanced with the work that has piled up so that it is difficult to fulfill work with deadlines set by superiors, moreover they often get job requests from superiors, work pressure and get some additional tasks that they have to do so piling up other workers. If stress occurs at work, it can directly affect the work itself.

As ordinary people, employees of PT. Aneka Karya Tangguh is certainly faced with a dilemma. On the one hand i they have to work to focus on the company's vision of providing good service to customers while on the other hand they have needs and desires that need attention from the company. This condition will certainly cause work stress.

Table 1 Employee Workload at PT. Tough Works

NO	Employee workload
1	Time to do the task given is limited
2	Superiors often give tasks to their subordinates without adequate authority (rights).
3	Work frustration due to delays in promotions
4	There are family problems that carry over to the workplace
5	There is a lack of clarity about work duties and authority
6	There is unclear assessment / evaluation of staff
7	There is dissatisfaction with the salary received
8	Conflict between fellow employees
9	There are overtime hours without overtime pay

Source: PT. Tough Works 2022

From data 1 it can be seen that the workload is too much resulting in work stress. Stress is a term that is influenced by pressure, burden, conflict, fatigue, tension, panic, feelings of excitement, anxiety, and loss of power which results in work.

Table 2 Number of Employees at PT. Tough Works 2017-2021

NO	Year	Number of employees
1	201 7	39 People
2	201 8	37 People
3	20 19	3 6 People
4	20 20	34 People
5	202 1	3 3 People

Source: PT. Various works of Tangguh 2022

From table 2 it can be seen the number of employees at PT. Aneka Karya Tangguh from 2017 to 2021, here it can be seen that the number of employees at PT. Tough Works decreased, in 2021 the number of employees was 33 people, this was the lowest number in the last five years.

Below is attached the target and realization data issued at PT. Aneka Karya Tangguh 2022, which can be seen in the table below:

Table 3 Target And Realization At PT. Various Tangguh Works Year 2017 -2021

No	Year	Number of employees	Sale		Sales
			Target (IDR)	Realization (Rp)	Percentage (%)
1	201 7	39	2,000,000,000	2,115,600,000	105.78%
2	201 8	3 7	2,000,000,000	1,801,600,000	90.07%
3	201 9	3 6	3,000,000,000	2,728,900,000	90.96%



4	20 20	3 4	3,000,000,000	2,656,500,000	88.55%
5	202 1	3 3	3,000,000,000	2,437,700,000	81.26%

Source : PT. Tough Works 2022

Based on table 3 above, it explains that the target continues to decrease every year. It can be seen that the lowest reduction will be in 2021, where the percentage of achieving the target is only 81.26%.

2. METHOD

This research was conducted at PT . Tough Works whose address is at Jl. Siak 2 No.18 A–B, Air Hitam sub-district of Umbrella Sekaki, Kota Pekanbaru, Riau 28159 8.5 km. The time used by the researcher for this research was carried out from the date the supervising lecturer's decree (SK) was issued until the supervisor's authorization to be tested.

Population and Sample

Due to the small population, the entire population is used as a sample. The sample technique used is saturated sampling, namely 33 people .

Data Analysis Techniques

Data analysis techniques in this study are descriptive and quantitative. Here is the explanation each analysis, namely as follows .

a. Descriptive Analysis

According to Sugiyono (2017: 207) activities in data analysis are grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable studied, performing calculations to answer the problem formulation, and performing calculations to test hypotheses that have been filed.

In this data analysis method the author takes descriptive analysis, namely analysis used to analyze data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalizations.

b. Quantitative Analysis

Research requires an analysis of data used to answer research questions to uncover certain social phenomena. The data used is quantitative data, namely data in the form of numbers or numbers. In accordance with its form, quantitative data can be processed or analyzed using mathematical or statistical calculation techniques. (Roni Andespa, 2012: 170).

3. RESULTS AND DISCUSSION

Simple Linear Regression Analysis

To determine the effect of workload variables on work stress, hypothesis testing was carried out using several statistical analyses. Based on the results of calculations using SPSS assistance, the following data are obtained:

Table 4 Simple Linear Regression Results

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1 (Constant)	3,547	3,202		1.108	,276
BURDEN	,709	,069	,878	10,210	,000

a. Dependent Variable: STRESS

Source: SPSS Version 25 processed data



From table 4 above it can be seen based on the analysis of the simple linear regression equation as follows:

$$y = a + bX$$

the result is as follows:

$$Y = 3.547 + 0.709X$$

Information :

Y: Work Stress

a: constant

b: regression coefficient of each variable

X: Workload

1. The constant is 3.547, meaning that the workload variable (X) has a value of 0.709, so the dependent variable work stress (Y) has a value of 3.547.
2. The regression coefficient of the workload variable (X) is 0.709, meaning that if the workload variable is increased by 1 unit, the work stress variable (Y) will increase by 0.709 units. This means that the coefficient is positive, if the higher the workload of employees, it will increase the work stress of employees of PT. Awesome works.

Variable test results (t test)

Partial proof of the hypothesis was carried out to see the effect of the workload variable on the work stress variable. Based on the results of calculations using the SPSS program, the magnitude of the regression coefficient is obtained partially with the independent variables studied. As seen in table 4 below:

Table 5 Hypothesis testing					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	std. Error	Betas	Q
1	(Constant)	3,547	3,202		1.108
	BURDEN	,709	,069	,878	10,210
					Sig. ,276
					,000

a. Dependent Variable: STRESS

From table 5, it can be proven that the hypothesis that the author proposes is correct partially with the following provisions:

- a. If $t_{\text{count}} > t_{\text{table}}$, the independent variables can explain that it is true that there is an influence between the 2 variables studied.
- b. If $t_{\text{count}} < t_{\text{table}}$, the independent variables can explain that there is no influence between the 2 variables studied.

This t test is done by comparing t arithmetic with t table at a significant 5% ($\alpha = 0.05$)

1. Define Hypotheses

H_o : Workload has no effect on Work Stress

H_a : Workload affects Work Stress

2. Determine the significance level

From the output of SPSS Version 25, it is obtained t_{count} of 10.210 and a significance of 0.000

3. Determine t_{count}

t_{count} seen from the SPSS results of 10.210

4. Define t_{table}

t_{table} can be seen in the statistical significance table $0.05/2 = 0.025$ with degrees of freedom $df = n-2$ or $33-2 = 31$. The results obtained for t_{table} of 2.039

5. Comparing $t_{\text{arithmetic}}$ with t_{table}

$t_{\text{count}} = 10.210 > t_{\text{table}} = 2.039$

It can be seen that $t_{\text{count}} > t_{\text{table}}$



6. Test criteria

If $t_{\text{count}} > t_{\text{table}}$ or $-t_{\text{count}} < -t_{\text{table}}$, then H_0 is rejected, H_a is accepted.

If $t_{\text{count}} < t_{\text{table}}$ or $-t_{\text{count}} > -t_{\text{table}}$, then H_0 is accepted.

By significance:

If significance > 0.05 , then H_0 is accepted.

If the significance < 0.05 , then H_0 is rejected.

7. Conclusion

Based on the results of the regression test in table 5.33 it can be seen that the $t_{\text{count}} > t_{\text{table}}$ ($10.210 > 2.039$) and significance < 0.05 ($0.000 < 0.05$), then H_0 is rejected and H_a is accepted. This means that workload has a positive and significant effect on work stress for employees of PT. Various Works Tangguh Pekanbaru.

The coefficient of determination R^2

Table 6 The results of the coefficient of determination R^2

Summary Model ^b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,878 ^a	,771	,763	2,842
a. Predictors: (Constant), LOAD				
b. Dependent Variable: STRESS				

The calculation of the workload determinant coefficient value can be explained from the existing R Square (R^2) value of 0.771, which means that workload has an effect of 77.1% on work stress at PT. Describes other independent variables that are not observed in this study. For example leadership, motivation and discipline.

4. CONCLUSION

Based on the results of the research and discussion and analysis that has been carried out in the previous chapter, in this chapter the writer will draw the conclusion that based on the workload t test obtained $t_{\text{count}} 10.210 > t_{\text{table}} 2.039$, thus it can be concluded that the workload variable has a positive and significant influence on work stress of PT Aneka Karya Tangguh Pekanbaru employees.

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