

The Effect of Work Stress and Discipline on Employee Performance at Capella Multidana Company Medan

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ABSTRACT

Improved employee performance has become very important considering the increasing currents of globalization where competition is getting stronger as knowledge and technology advances. This change brought implications for the professionalism of the employees in answering the demands of competition in the face of the globalization flow. Thus employee performance increase is absolutely necessary as well as the ability of the organization to control the employee's stress level, discipline and the promotion of position in the organization as well in order to fulfill the achievement of performance objectives optimally so that the company can survive and win the competition. This research aims to know and analyse the influence of work stress and discipline on the performance of employees at Capella Multidana Company Medan. With the Simple Random Sampling technique and using the Slovin formula with 5% percentage of looseness (e), then obtained samples in this study a number of 104 employees who are the status of permanent officers. Data is collected through questionnaire, interviews and documentation studies. The poll is calculated by the measurement unit of Likert scale, and processed using SPSS (statistical product and service solution) program. The results showed that simultaneously, work stress and discipline were positively and significantly impacted the employee performance. Partially, discipline were positively and significantly impacted the employee performance but work stress were negatively impacted the employee performance of Capella Multidana Company Medan.

Keywords : employee performance, work stress, discipline.

INTRODUCTION

The organization can run in accordance with expectations when there are people with the same goal of wanting to make the organization in which he works and earns a living experience increased profits and development from year to year. For organizations that provide public services, of course employee performance can be seen from how the organization in providing services to the public (Wahyuningrum, 2008), where good service will increase satisfaction so as to affect the level of competitive advantage.

In order to improve performance, organizations are required to develop, and manage their human resources in order to be able to work professionally. Competition and the increasing demands of professionalism lead to the many pressures that individuals must face in the work environment. In addition to the pressures that come from the internal environment of the organization, the external environment of organizations such as the economy that has not stabilized due to the prolonged crisis storm is also very likely to cause pressure. Continuous and ongoing stress has the potential to cause anxiety in a person. A very detrimental impact of

anxiety disorders often experienced by individuals or communities and the workforce in particular is called stress. Stress is the result of emotional and physical reactions due to the failure of individuals to adapt to the environment. Performance stress can play a positive role and also play a damaging role, as explained in Yerkes Podson's law which states the relationship between stress and performance such as the letter U is reversed" (Mas'ud, 2002). Robbins (2001) stress can also be interpreted as a condition that suppresses a person's psychic state in achieving an opportunity where to achieve such opportunities there are limits or barriers. Handoko (2008) presents stress as a condition of tension that can affect a person's emotions, thought processes and condition.

In some previous studies there has been a link between work discipline and employee performance. The results of Rahman's Research (2014), show that there is a significant influence of Work Discipline on performance. With high work discipline owned by employees in work will result in higher performance in carrying out their work. Thus it can be concluded that there is a positive correlation of work discipline with employee performance, where employees who have good discipline will certainly produce higher performance.

LITERATURE REVIEW

Performance

Mangkunegara (2006) states: "performance is the result of the quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him." Basically performance is the result of quality work produced by employees in carrying out work in accordance with the responsibilities given to him. The results of the employee's performance, the employees produce for the survival of their employees and for the progress of the organization. So that all employees and organization's expectations and objectives can be achieved.

Work Stress

Stress is a person's inability to cope with threats faced by mental, physical, emotional and spiritual human beings that can at some point affect the physical health of the human being. Stress is the perception of us being tapped into situations or conditions in our environment. Robbins (2001) states that stress is an adaptive response, limited by individual differences and psychological processes, which is a consequence of any activity (environment), situation or external event that imposes excessive psychological or physical demands on a person.

Discipline

According to Robbins (2008) work discipline can be interpreted as a voluntary attitude and behavior with awareness and willingness to follow the rules that have been set together either in writing or in writing. With discipline there will be a self-adjustment of each individual to everything set to him, there will be an orderly condition and free from chaos. Likewise, life in a company will require the obedience of its members to the rules and regulations applicable to the company. In other words, work discipline in employees is needed, because what the company is objectives will be difficult to achieve if there is no work discipline.

METHODS

The approach in this study uses an Associative approach, according to Sugiyono (2011) Associative Research is a study that aims to find out the relationship between two or more variables. In this study, researchers wanted to know the Effect of Work Stress, Work Discipline on Employee Performance. The type of data used is Quantitative, i.e. in the form of numbers using formal instruments, standard, and measuring. By simple random sampling technique and using Slovin formula with a percentage of leeway (e) of 5%, a sample was obtained in this study of 104 employees who are Permanent Employees.

This study uses empirical data obtained from interviews, namely data collection by direct observation of de-researched objects, or can be formulated as a process of recording the behavior patterns of subjects (people) or systemic events with questions or communication with the individuals studied and by disseminating a list of questions to research respondents. Each answer to questions relating to work stress, work discipline, bridge promotion and performance is given a score according to each measurement scale.

RESULT AND DISCUSSION

Result

Partial test (t test)

Statistical tests are performed to test whether a free variable (X) individually has a significant relationship or not to a bound variable (Y).

Table 1 Partial Hypothesis Test results (t)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.314	4.721		5.724	.000
	Stres Kerja	-.267	.089	-.200	-.2.242	.088
	Disiplin Kerja	.166	.053	.164	3.156	.000

a. Dependent Variable : Kinerja

Based on the results of the data analysis it appears that:

- Constant Value of 15,314 means that if the Variable Work Stress and Work Discipline is worth 0 then Performance is worth 15,314.
- The Beta Coefficient value for the Work Stress variable of -0.200 means that each increase in the Work Stress variable then performance will decrease by (0.200) assuming other variables are considered constant.
- Beta Coefficient value for Work Discipline variables of 0.164 means that any increase in Work Discipline variables will increase by 0.164 assuming other variables are considered constant.

Effect of Work Stress on Performance.

Based on table 1 test results on the effect of Work Stress on Performance obtained significance value 0.088 (Sig.>0.05) then H_a rejected and H_0 received. This means that work stress negatively and insignificantly affects employee performance at PT Capella Multidana Medan.

The Effect of Work Discipline on Performance

Based on table 1 test results of the influence of Work Discipline on Performance obtained a value of significance 0.000 (Sig.<0.05) then H0 was rejected and Ha accepted. This means that work discipline has a positive and significant effect on employee performance at PT Capella Multidana Medan.

Simultaneous Test (Test F)

Statistic F tests are performed to test whether a free variable (X) simultaneously has a significant relationship or not to a bound variable (Y).

Table 2 Simultaneous Hypothesis Test results (F)

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12.366	2	26.882	3.814	.000 ^a
	Residual	24.966	101	1.099		
	Total	37.322	103			

a. Predictors: (Constant), Stres Kerja, Disiplin Kerja

b. Dependent Variable: Kinerja

Based on a table of 2 simultaneous test results of work stress, Work Discipline and Promotion of Positions to Performance obtained a significance value of 0.000 (Sig.<0.05) then Ha was accepted and H0 was rejected. This means work stress and work discipline and simultaneously affect positive and significant employee performance at PT Capella Multidana Medan.

Determination Coefficient

Statistical Test coefficient determination in this study the goal is to find out how far the model is in explaining variations in dependent variables. Statistical tests of the determination coefficient can be seen in the following table:

Table 3 Determination Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.222 ^a	.721	.618	5.82188

a. Predictors: (Constant), Stres Kerja, Disiplin Kerja

b. Dependent Variable: Kinerja

Table 3 shows that the R Square value of 0.721 means that the percentage of the influence of independent variables (Work Stress and Work Discipline) on dependent variables (Performance) is the value of the determination coefficient or 72.1%. While the remaining 27.9% were affected or described by other variables not included in this study model.

DISCUSSION

Based on the results of the analysis in the study conducted using the suitability of previous theories, opinions and research that have been put forward before, here is a discussion

about some of the findings of the problems in the study:

The Effect of Work Stress on Performance.

The test results provide empirical evidence that work stress negatively and insignificantly affects performance where it proves the hypothesis is rejected. The negative coefficient value indicates a negative relationship indicating that the higher the work stress, the lower the performance the lower the work stress level, the higher the performance of employees at PT Capella Multidana Medan. The findings suggest that employee performance is not significantly affected by work stress levels.

From the results of the analysis, it appears that work stress at PT Capella Multidana Medan has a negative and insignificant influence on the performance of its employees so that it can be concluded that work stress that generally occurs stemming from excessive task demands/workloads, pressures/time pressures, employee work programs are not well coordinated does not occur or in other words existing work stress has been able to be managed properly by the management of PT Capella Multidana Medan.

The Effect of Work Discipline on Performance

The test results provide empirical evidence that work discipline has a positive and significant effect on performance where it proves an accepted hypothesis. This means that the better the discipline of the work, the more performance of employees at PT Capella Multidana Medan. Sedarmayanti (2007) states that the success of employees in carrying out work is also heavily influenced by discipline, because discipline plays a very important role in the implementation of day-to-day tasks where disciplinary factors will bind employees to stay on track for their functions and duties as policy executors in an organization.

The results of this study show that the discipline of employees' work is good enough. This condition is because the organization already applies strict rules in discipline work. PT Capella Multidana Medan has a good system of applying rules and sanctions to employees in work operations.

CONCLUSION

Based on the results of research and discussion stipulated earlier, conclusions can be drawn from research on the Effect of Work Stress, Work Discipline and Promotion of Positions on Employee Performance at PT Capella Multidana Medan are as follows:

1. Partial work stress negatively and insignificant to employee performance at PT Capella Multidana Medan.
2. Partially the Work Discipline has a positive and significant effect on employee performance at PT Capella Multidana Medan.
3. Simultaneously that Work Stress and Work Discipline have a positive and significant effect on employee performance at PT Capella Multidana Medan.

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