

THE EFFECT OF WORKLOAD AND COMPENSATION ON THE WORK STRESS OF EMPLOYEES OF PT. PUJA PERKASA

Dewi Listiorini^{1*}, Harries Madiistriyatno², Ericho Agil Nugraha³

Universitas Mitra Bangsa, Indonesia

dewiimmi@gmail.com, harries.madi@gmail.com, richopujaperkasa@gmail.com

ABSTRACT

This study aims to determine and analyze the effect of workload and compensation on work stress at PT. Mighty Puja. The things raised in this study are: a) how big is the influence of workload on work stress at PT. Puja Perkasa, b) how big is the influence of compensation on work stress at PT. Puja Perkasa, c) how big is the influence of workload and compensation on work stress at PT. Puja Perkasa. To determine the effect of the independent variable on the dependent variable partially used t test and to determine the effect of the independent variable on the dependent variable simultaneously used ANOVA. The sample used in this study were 35 people who were saturated samples. The data collection methods used are literature study, documentation and questionnaires. The results of this study indicate that with an alpha error degree of 0.05 through the -t test, it turns out that the workload variable significantly affects employee work stress, and compensation significantly affects employee work stress. Simultaneously through the ANOVA test, the two variables have a positive and significant effect on employee work stress.

Keywords: Workload, Compensation, Work Stress

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INTRODUCTION

In carrying out their duties and profession, employees are prone to stress. Every day in carrying out his service, an employee is not only in contact with fellow employees, but also related to existing regulations in the workplace and workload which is sometimes considered not in accordance with his physical, psychological and emotional condition (Almasitoh, 2011) (Ravianto, 1986).

The workload of employees in one week as per article 2 of Permendikbud Number 15 of 2018 is 40 hours per week. In that time, 37.5 hours are effective working hours while the remaining 2.5 hours are rest hours. Law Number 14/2005 concerning Employees and Lecturers, article 35 paragraph (2) regulates the workload of employees at least 24 (twenty-four) face-to-face hours and a maximum of 40 (forty) face-to-face hours in 1 (one) week. Furthermore, PP Number 74/2008 article 52 paragraph (2) confirms that the term face-to-face applies to the implementation of employee workload related to the implementation of learning. Workload Employees carry out learning at least 24 (twenty-four) face-to-face hours and at most 40 (forty) face-to-face hours in 1 (one) week is part of the working hours of Employees who are at least 37.5 (thirty-seven point five) working hours in 1 (one) week even though office employees have 40 hours of work per week (Kussriyanto, 1984).

In addition to these problems, other problems that can cause stress are limited human resources (Hasibuan & Hasibuan, 2016). Where the number of tasks has not been balanced with an adequate number of employees. The number between employees and the number of patients is not balanced will cause fatigue at work because the patient's need for employee services is greater than the standard ability of employees. Conditions like this will have an impact on the psychological state of employees such as fatigue, emotions, boredom, mood

changes and can cause stress to employees. Workload fluctuations are another form of stress. At certain times the load is very light and other times the load can be excessive. Inappropriate conditions like this cause anxiety, job dissatisfaction and a tendency to leave work (Munandar, 2001).

In addition, compensation must receive attention from leaders to employees in order to be able to work passionately so that it will produce quality services that are truly effective and efficient (Thoha, 2003). The compensation given to employees is far from enough. This can be seen from employees who work more than the specified working hours, and there is no clarity whether it is included in the category of overtime or the completion of work alone. In addition, the welfare problems felt by employees are also far from existing standards.

The formulation of the problem in this study is to find out how the workload of employees at PT.Puja Perkasa. How to compensate employees at PT.Puja Perkasa. How stressed employees are at PT. Puja Perkasa. How much influence workload and compensation together have on work stress at PT. Puja Perkasa either simultaneously or partially. The purpose of this study is to find out the workload of employees at PT. Puja Perkasa. Employee Compensation at PT. Puja Perkasa. Employee Stress at PT. Puja Perkasa. The effect of workload and compensation together on work stress at PT. Puja Perkasa either simultaneously or partially.

METHOD

The methods used in this study are descriptive and verifiative methods. Where the variables described in this study are workload, compensation and work stress. Research using verifiative research methods (Ali, 1997). Verifiative research is used to find correlations or influences from the variables studied to other variables, namely independent variables and dependent variables. The research process begins with a preliminary study regarding the author's interest in an educational management problem found in the workplace (Nitisemito, 1992) (Swastha & Sukotjo, 1995) (Manullang, 2016). After seeing and paying attention to the existing problems, problem identification is carried out, where the identification is crystallized into a problem formulation that will be described to answer it by building a frame of mind. The framework of thought provides a theoretical foundation in determining hypotheses whose basis is the formulation of the problem. Furthermore, research was carried out based on the conception of variables that had been determined by giving questionnaires to respondents in the population and the specified sample, the results of the questionnaires were posted then data analysis was carried out to obtain conclusions

In this study, the population focused on all employees at the Pt. Puja Perkasa Office during 2020 which was recorded at 35 people. For the determination of the object of research, the author uses a saturated sampling technique, namely Total Sampling so that all members of the population become sampled. In this study as members of the sample are PT. Puja Perkasa numbering 35 people.

Table 1. Research Population

NO	Gender	Population	Number of Samples
1	Woman	14	35

2	Man	21
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RESULTS AND DISCUSSION

Workload Variables

Table 2. Description of the average respondent's answers to the workload variable

No.	Statement Item	Score	Persepsi
1.	Every day I am faced with a lot of work	4,11	Good
2.	I have to account for a lot of work in my field	4,06	Good
3.	I have to work faster to achieve Job Target	4,14	Good
4.	My workload is too much so I worked faster to finish it	4,11	Good
5.	The number of employees in my school is still lacking	4,23	Excellent
6.	Limited number of employees often causes work targets not to be completed	4,23	Excellent
7.	I need enough rest time	4,11	Both
8.	The heavy workload resulted in me less time to rest	4,34	Excellent
Total		33,34	
Average Score		4,17	Good

Source : Results of data processing with SPSS version 25, 2021

Based on the table above, the average Workload assessment by respondents obtained an average interpretation rate of 4.17. This is in good perception, where the Workload according to respondents has been running well at PT.Puja Perkasa.

Variable Compensation

Table 3. Description of the average respondent's answers to the Compensation Variable

No.	Statement Item	Score	Persepsi
1.	Holiday allowances provided to Employees are adequate	3,57	Good
2.	Health benefits provided to Employees are adequate	3,23	Enough
3.	The provision of incentives has been carried out by adil	3,57	Good
4.	Employees are given equal opportunities to attend education as well as Training	3,77	Good
5.	Employees are given awards commendation for their work achievements	3,66	Good

6	Employees get recognition from top of his job performance	3,37	Enough
Total		21,17	
Average Score		3,53	Good

Source : Results of data processing with SPSS version 25, 2021

Based on the table above, the average assessment of compensation by respondents obtained an average number of interpretations of 3.53. This is in a good perception, where compensation according to respondents has been going well at Pt. Puja Perkasa.

Work Stress Variables

Table 4. Description of the average respondent's answers to the Work Stress Variable

No.	Statement Item	Score	Persepsi
1.	I have been feeling headaches lately	3,40	Enough
2.	The headache I felt was quite interfere with my activities	3,80	Good
3.	Sometimes I am provoked by emotions and irritability in everyday life	4,06	Good
4.	I get angry easily when there are things that I consider unnatural	3,97	Good
5.	Lately I have often experienced Muscle tension	3,91	Good
6.	The muscle tension that I experienced was very disruptive to my activities	3,97	Good
7.	I often feel Restless so that not concentrating on work	4,14	Good
8.	I feel restless every time I get home from work	3,86	Good
9.	Sometimes I find it difficult to concentrate so that the target of achieving work Hampered	3,57	Good
Total		34,69	
Average Score		3,85	Good

Source : Results of data processing with SPSS version 25, 2021

Based on the table above, the average assessment of work stress by respondents obtained an average number of interpretation of 3.85. This is in a good perception, where work stress according to respondents has been running well at Pt. Puja Perkasa.

Summary of Research Variable Scores

Of all the answers given by respondents related to research conducted at Pt. Puja Perkasa in the following table illustrates the score value and categories of the scores obtained as follows:

Table 5. Scores and Categories

No	Variable	Score	Persepsi
1	Workload	4,17	Good
2	Compensation	3,53	Good
3	Work Stress	3,85	Good
Total		11,55	
Average score		3,85	Good

Source : Results of data processing with SPSS version 25, 2021

From the table above, it can be concluded that, Workload, Compensation, and Work Stress at Pt. Puja Perkasa are in the good category with an average score.

Path Analysis

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To reveal the influence of a variable or set of variables on other variables, Path Analysis has been developed by Sewall Wright. In this path analysis, the magnitude of the influence of one variable on other variables, both directly and indirectly, can be known. Before making a decision about the magnitude of the influence of one variable on other variables, hypothesis testing is first carried out, both testing as a whole and individually.

Simultaneous Hypothesis Testing

To find out whether the free variability, namely Workload (X1) and Compensation (X2), simultaneously affects PT. Puja Perkasa, conducted using path analysis and the software used is SPSS version 25. The output results of SPSS processing are as follows:

Table 6. Results of Linear Regression of Workload (X1) and Compensation (X2) to Employee Work Stress (Y) Simultaneously

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.905a	.819	.808	1.775	.451
a. Predictors: (Constant), COMPENSATION, Workload					
b. Dependent Variable: STRESS					

Source : Results of data processing with SPSS version 25, 2021

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	456.695	2	228.347	72.457	.000b
	Residual	100.848	32	3.152		
	Total	557.543	34			

a. Dependent Variable: STRESS

b. Predictors: (Constant), COMPENSATION, Workload

Source : Results of data processing with SPSS version 25, 2021

Based on the Table above, the ANOVAa section shows that the p-value of sig. 0.000b < 0.05 means that the calculated significance level is 0.000 < the significance level is 5%. While the correlation R = 0.905 which means there is a fairly low correlation between Workload and Compensation for Employee Work Stress. The decision of the simultaneous hypothesis test is: H0 is rejected and Ha is accepted, meaning that Workload and Compensation simultaneously affect Employee Work Stress. The magnitude of the effect simultaneously was 81.9% (R2 = 0.819). While the remaining 18.1% was influenced by other factors that were not studied. Furthermore, the correlation value between the variables Workload, Discipline and Employee Work Stress is calculated. The SPSS output results are as follows:

Table 7. Results of Calculation of Workload and Employee Work Stress

Correlations				
		STRESS	Workload	SI COMPENSATION
Pearson Correlation	STRESS	1.000	.812	.811
	Workload	.812	1.000	.609
	COMPENSATION	.811	.609	1.000
Sig. (1-tailed)	STRESS	.	.000	.000
	Workload	.000	.	.000
	COMPENSATION	.000	.000	.
N	STRESS	35	35	35
	Workload	35	35	35
	COMPENSATION	35	35	35

Source : Results of data processing with SPSS version 25, 2021

From the table above, it can be concluded that the relationship between the workload variable (X1) and compensation (X2) obtained a value of 0.609 when consulted with the interpretation table of r values (correlation), has a moderate and unidirectional level of relationship because the value is positive. The correlation of X1 and X2, overall is significant because the significance number (0.000) is smaller than 0.05.

Partial Hypothesis Testing

Based on the theoretical framework that there is a positive influence between Workload and Compensation on Employee Work Stress (Supranto, 2008). Then the next test will be used to find out or test the influence of each variable as in the following linear regression calculation output results:

Table 8. Results of Linear Regression Calculation of Workload (X1) and Compensation (X2) to Work Stress (Y) Partially

Coefficient						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.704	2.555		3.406	.002
	Workload	.515	.096	.506	5.343	.000
	PLYWOOD I	.433	.082	.503	5.307	.000

a. Dependent Variable: STRESS

Source : Results of data processing with SPSS version 25, 2021

For partial hypothesis testing, for Workload variable (X1) p-value < 0.05, and for Compensation variable (X2) p-value 0.000 < 0.05. The decision of the partial hypothesis test is:

- 1) The first hypothesis: H0 is rejected and Ha is accepted, meaning that Workload (X1) has a partial effect on Employee Work Stress (Y).
- 2) Second hypothesis: H0 is rejected and Ha is accepted, meaning that Compensation (X2) has a partial effect on Employee Work Stress (Y).

Based on the results of the calculation above, the value of the coefficient of the model path of the effect of Workload (X1) and Compensation (X2) on Employee Work Stress (Y) is as follows:

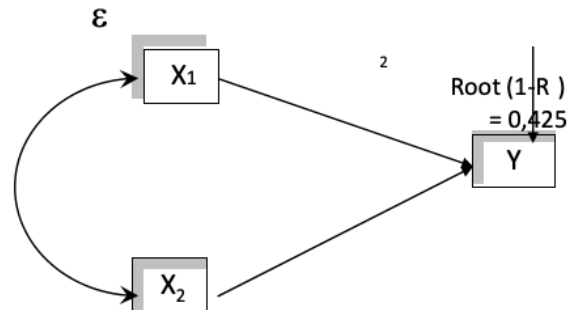


Figure 1. Value of Workload Influence Path Coefficient (X1), Compensation (X2) and Employee Work Stress (Y)

The calculation of the magnitude of the effect of Workload (X1) and Compensation (X2) on Employee Work Stress (Y) is as follows:

Table 9. Results of Calculation of the Direct and Indirect Effects of Workload (X1) and Compensation (X2) on Employee Work Stress (Y)

Variable	Direct influence to Y	Indirect Influence		Total Influencer
		X 1	X 2	
Workload (X1)	0,506 = 50,6%		0,609 x 0,503 = 0,306 = 30,6%	0,812 = 81,2%
Compensation (X2)	0,503 = 50,3%	0,609 x 0,506 = 0,308 = 30,8%		0,811 = 81,1%
Total Simultaneous Effect X1 and X2 thd Y = R ²				0.819 = 81,9%

Source : Results of data processing with SPSS version 25, 2021

Based on the table above, the direct and indirect influence of the workload variable (X1) or compensation (X2) on employee work stress (Y) means that Variabael X1 has a direct effect of 50.6% greater than the indirect influence of 30.6%, Variable X2 has a direct effect 50.3% greater than the indirect influence of 30.8%, Variable X1 is more dominant in affecting Var Y by 81.2% compared to Var X2 on Var Y by 81.1%, The simultaneous effect of X1 and X2 on Y was 81.9%.

CONCLUSION

Workload of Employees at PT. Puja Perkasa has been running well, so an overview was obtained based on the results of research with good categories. Compensation at Pt. Puja Perkasa has been going well, so an overview is obtained based on the results of research with

good categories in the good category. Employee work stress at Pt. Puja Perkasa is good, so an overview is obtained based on the results of research with good categories. There is a simultaneous effect between workload and compensation on work stress. However, when viewed partially, workload has a more dominant influence on employee work stress than compensation.

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