

THE INFLUENCE OF WORK STRESS ON EMPLOYEE WORK MOTIVATION IN REGIONAL ASSETS AND FINANCIAL AGENCY IN BARRU DISTRICT

Afriansyah¹, Tenri SP Dipoatmodjo², Zainal Ruma³,
Romansyah Sahabuddin⁴, Burhanuddin⁵, Khaidir Syahrul⁶

¹⁻⁵Faculty of Economics and Business, University State of Makassar

⁶Faculty of Economics and Business, Makassar STIEM Bongaya, Makassar

E-mail: ¹⁾afriansyahbarru@gmail.com, ²⁾tenri.sayu@unm.ac.id, ³⁾zainal_ruma@yahoo.com,
⁴⁾krtenreng@gmail.com, ⁵⁾dr.burhanuddin@unm.ac.id, ⁶⁾khaidir.syahrul@stiem-bongaya.ac.id

Abstract

This research examines The Influence of Work Stress on Employee Work Motivation in Financial Institutions and Regional Assets of Barru Regency. The purpose of this research is to find out The Influence of Work Stress on Employee Work Motivation in Financial Institutions and Regional Assets of Barru Regency. This research approach is quantitative. This research was conducted at the Regional Financial and Asset Agency of Barru Regency. The sample used was 68 people. Data collection techniques in the form of observation, questionnaires and documentation. Data analysis techniques include validity test, reliability test, normality test, descriptive analysis, simple linear regression analysis, t test (partial) and coefficient determination test (r²). The research results show that work stress has a negative and effect on work motivation. The higher the work stress experienced by employees, the more work motivation employees are decreasing. When an employee in carrying out his duties, gets a high work load, will take actions that can reduce the quality of his work there by reducing motivation at work. So it is concluded that work stress have negative influence to work motivation at the Regional Financial and Asset Agency of Barru Regency.

Keywords: *Work Stress, Work Motivation, Regional Financial and Asset Agency.*

1. INTRODUCTION

In this era of globalization, professionalism is demanded in all fields. To achieve this, quality Human Resource Management is needed so that they are able to play a role and compete in dealing with various responses that arise as a consequence of the current era of globalization.

Lonika (2020) explains that the success of a company in achieving previously set goals is very dependent on the ability of its human resources. Every organization needs to think about how to develop human resources in order to drive progress for the organization.

With high work motivation, employees will be more active in carrying out their work. In contrast, with low work motivation employees do not have enthusiasm for work, give up easily and have difficulty in carrying out their work. As is the case with one of the government agencies in Barru Regency, namely the Regional Finance and Assets Agency (BKAD) of Barru Regency, which is the implementing element of regional autonomy, where

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the agency has the main task of carrying out regional government affairs based on the principle of autonomy and regional assistance in the field of Regional Finance and Assets. in Barru Regency, where the agency must maintain the work motivation of its employees so that productivity continues to run well. BKAD Barru Regency has many divisions or sections in carrying out various regional duties and functions.

The results of observations and interviews conducted on January 31, 2023, the researchers found the phenomenon of some employees who looked bored with their work and chose to play mobile phones, joke and chat during working hours. After conducting interviews with several employees, it was found that this happens because employees sometimes feel bored with their work. This is different from what was expressed by Anoraga, 2009 (in Nugroho, 2012: 9) that someone with high motivation will be seen when they feel pleasure at work.

Work stress arises when employees feel bored and are no longer able to meet the demands of the work that is their job responsibility. Based on the results of the researchers' observations on January 31, 2023, it was often found that employees went home past the normal time for going home, in which employees who were supposed to enter at 8.00-16.00 but employees worked overtime and went home before maghrib. Employees in the scope of BKAD often get a lot of workload, causing work stress for the employee to increase so that this will affect employee motivation.

The results of another interview with an employee of the finance section on January 31, 2023 at the Barru Regency BKAD Office. He said that when employees have been working for too long, the level of concentration of employees can decrease, they look like people who are confused and unfocused so they often feel the need to be directed. In addition, they are also lazy from work that has not been completed and requires more time.

The problem of work stress in the organization has become an important phenomenon to observe since the demand for efficiency at work began to emerge. As a result of work stress experienced by employees, it can threaten and interfere with employee work productivity, such as: irritability, unstable emotions and moods, unwillingness to cooperate, feelings of being unable to get involved. According to Levelina, 2015 (in Nataliana and Wijono, 2018: 99) Stress can be one of the things that affect employee motivation.

2. RESEARCH METHOD

The type of research used in this research is quantitative research. This research is research that presents data in the form of numbers and processing using statistical analysis. The population of this research is all employees of the Barru Regency BKAD Office, totaling 68 people. According to Sugiyono (2007:91) the total population is less than 100, the entire population is used as a research sample. So that the research sample taken from this study was 68 people. Data analysis techniques include validity test, reliability test, normality test, descriptive analysis, simple linear regression analysis, t test (partial) and coefficient of determination test (r^2).

3. RESULTS AND DISCUSSION

3.1 Descriptive Statistical Test Results

The variables used in this research are work stress and work motivation. These variables will be tested with descriptive statistics.

Table 1 Descriptive Statistical Analysis

Descriptive Statistics						
	N	Range	Minimum	Maximum	Means	std. Deviation
Work Stress	68	17.00	15.00	32.00	21.7206	4.51811
Work motivation	68	12.00	28.00	40.00	33.9559	2.88813
Valid N (listwise)	68					

Source: Processed primary data, 2023

Table 1 explains the results of descriptive statistics regarding the variables in this study, including:

1) Work Stress (X1)

Based on table 4.6 above, X has a value range of 17, a minimum value of 15, a maximum value of 32, and a mean of 21.7206 with 8 question items, so $(21.7206: 8 = 2.7151)$ so that 2.7151 is on the value scale which indicates the answer choices agree so that it is on a value scale that indicates the answer choices agree. The standard deviation value indicates a deviation of 4.51811 from the average value of the number of respondents' answers.

2) Work Motivation (Y)

Based on table 4.6 above, Y has a value range of 12, a minimum value of 28, a maximum value of 40 and a mean of 33.9559 with 10 question items, so $(33.9559: 10 = 3.3956)$ so that it is on a value scale which indicates the answer choices strongly agree. The standard deviation value indicates a deviation of 2.88813 from the average value of the respondents' answers.

3.2 Data Quality Test Results

Validity Test Results

Table 2 Validity Test Results

Table 2. Validity Test Results				
Question Items		Pearson Correlation	Sig (2-Tailed)	Information
X1	X.1	0.797	0.2387	VALID
	X.2	0.851	0.2387	VALID
	X.3	0.817	0.2387	VALID
	X.4	0.835	0.2387	VALID
	X.5	0.841	0.2387	VALID
	X.6	0.756	0.2387	VALID
	X.7	0.780	0.2387	VALID
	X.8	0.526	0.2387	VALID
Y	Y. 1	0.600	0.2387	VALID
	Y.2	0.666	0.2387	VALID

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Y.3	0.569	0.2387	VALID
Y.4	0.646	0.2387	VALID
Y.5	0.603	0.2387	VALID
Y.6	0.568	0.2387	VALID
Y.7	0.543	0.2387	VALID
Y. 8	0.554	0.2387	VALID
Y.9	0.521	0.2387	VALID
Y.10	0.456	0.2387	VALID

Source: Processed primary data, 2023

Based on table 2, it is known that the variables of work stress and work motivation have a value of r count greater than r table ($r \text{ count} > 0.2387$) so that it can be concluded that all the question items in the study are valid.

Reliability Test Results

Table 3 Reliability Test Results

Variable	Cronbach's Alpha	Information
Work Stress (X)	0.908	Reliable
Work Motivation (Y)	0.771	Reliable

Source: Processed primary data, 2023

Table 3 shows that the variables of work stress and work motivation have a Cronbach's alpha value greater than 0.6. This shows that the question items in this study are reliable. So that each question item used will be able to obtain consistent data and if the question is asked again, an answer that is relatively the same as the previous answer will be obtained.

3.3 Classical Assumption Test Results

Normality Test Results

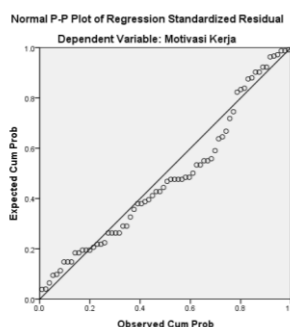


Figure 1 Normality Test Results

Source: Processed primary data, 2023

Based on the image above It can be seen that the dots spread around the diagonal line, and the direction of their spread follows the direction of the diagonal line. This shows that

the regression model is feasible to use because it meets the assumption of normality.

Heteroscedasticity Test Results

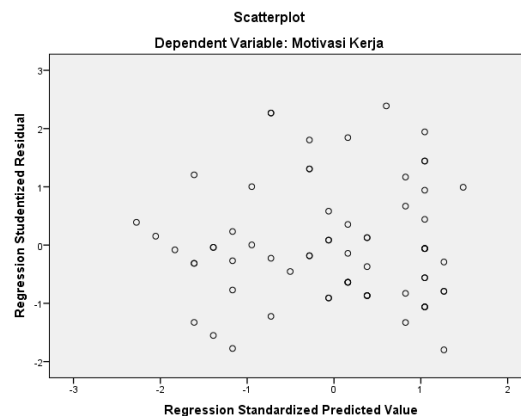


Figure 2 Test Results Heteroscedasticity
Source: Processed data, 2023

Based on the scatterplot graphic image, it shows that the data is spread on the Y axis and does not form a clear pattern in the distribution of the data. This shows that there is no heteroscedasticity in the regression model, so the regression model is feasible to use to predict work motivation with influencing variables, namely work stress.

3.4 Hypothesis Test Results Simple Regression Analysis

After the results of the classical assumption test have been carried out and the overall results show that the regression model meets the classical assumptions, the next step is to evaluate and interpret the simple regression model.

Table 4 Regression Equation Model

Model	Coefficients ^a		Q	Sig.
	Unstandardized Coefficients	Standardized Coefficients		
1 (Constant)	43,911		36,096	.000
Work Stress	-.458	-.717	-8,356	.000

a. Dependent Variable: Work Motivation

Source: Processed data, 2023

Based on the table above, the regression equation formed in this regression test is:

$$Y = 43.911 - 0.458 X + e$$

The models that can be interpreted are as follows:

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- The constant value is 43.911 this shows that, if the independent variable (work stress) is zero (0), then the value of the dependent variable (work motivation) of 43.911 units.
- The regression coefficient of work stress (b) is -0.458 and is negative. This means that the value of variable Y will decrease by 0.458 if the value of variable X increases by one unit and the other independent variables have a fixed value. The coefficient with a negative sign indicates that there is an opposite relationship between the work stress variable (X1) and the other variables work motivation(Y). The moreThe higher the work stress experienced by employees, the lower their work motivation will be.

Partial Test Results (t test)

Table 5 Partial Test Results (t test)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	43,911	1.217		36,096	0
Work Stress	-0.458	0.055	-0.717	-8,356	0

a. Dependent Variable: Work Motivation

Source: processed data, 2023

Through the t-test statistics consisting of Work Stress (X) it can be partially known the effect on Work Motivation (Y).

a) First Hypothesis Testing (H1)

Table 4.16 shows that the work stress variable has a significant level of 0.000, which is less than 0.05. The coefficient value is -0.458 indicating that the effect is negative on the dependent variable. This means that H1 is accepted so that it can be said that work stress has a negative effect on work motivation.

R² Test (Coefficient of Determination)

Table 6. R² Test Results

Summary model ^b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.717a	0.514	0.507	202,849

a. Predictors: (Constant), Job Stress

b. Dependent Variable: Work Motivation

Source: Processed primary data, 2023

From the table above there is an R number of 0.717 which indicates that the relationship between work motivation with a strong independent variable, because it is in a strong definition whose numbers are between 0.601 – 0.800. While the R square value of 0.514 or 51.4% indicates that the work motivation variable can be explained by the work stress variable by 51.4% while the remaining 48.6% can be explained by other variables not present in this study.

Discussion:

The results of the hypothesis test show that the variable work stress has a negative effect on work motivation. The higher the work stress experienced by employees, the lower work motivation. The higher the work stress faced by employee it will reduce motivation. When an employee in carrying out his duties, gets a high workload, will take actions that can reduce the quality of his work thereby reducing motivation at work.

Work stress experienced by each employee can be different. Stress is also determined by the individual himself. Psychological, physiological or behavioral reactions to stress are the result of the interaction of the situation with the individual, special personality traits and patterns of behavior based on attitudes, needs, values, past experiences, life circumstances and skills. .

4. CONCLUSION

Based on the data that has been collected and hypothesis testing with simple linear regression analysis has been carried out, the conclusions of this study are work stress has a negative effect on work motivation. The level of work stress in the BKAD Barru office is in the medium category and the motivation to work is in the high category. The higher the work stress experienced by employees, the more work motivation employees are decreasing. When an employee in carrying out their duties, gets a high workload, will take actions that can reduce the quality of work so that it reduces motivation to work.

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