



THE IMPACT OF JOB STRESS ON JOB PERFORMANCE AT THE CLASS IIA PAMEKASAN CORRECTIONAL INSTITUTION



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ABSTRACT

At Pamekasan Class IIA Prison, job performance must be maintained in a comfortable and prosperous manner because employees are an asset to the organization. However, job stress can result in decreased employee performance because of excessive demands and tasks. This study aims to analyze the effect of job stress on job performance at Pamekasan Class IIA Prison. The research method used is quantitative, and SPSS is a statistical tool for assistance. The population was 130 people, and a sample of 97 people was taken with probability sampling and random sampling techniques. The result of the significance test shows the effect of job stress on job performance at Class IIA Pamekasan Correctional Facility is 27.9%, and the other 72.1% is influenced by other variables..

Keywords: Job Performance; Class IIA Pamekasan Prison; Job Stress



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INTRODUCTION

The success of the organization in the operational process is highly dependent on the quality of existing human resources (HR), namely employees. The contribution of employees to the organization is very important, because employees are the work producers for the organization. On the other hand, employees who are the driving force of the organization must also work more actively in order to be able to face competition to maintain the existence of the organization which is manifested in the high performance of each employee. Good performance can be something that must be considered in carrying out a job (Farid, 2022).

Performance in government regulation Number 29 of 2014 concerning the Government Agency Performance Accountability system in article 1, namely the output or results of activities or programs that have been or are to be achieved in connection with the use of the budget with measurable quantity and quality then the Main Performance indicator is a measure of the organization's success in achieving goals and is an overview of the results of various programs and activities as a description of the duties and functions of the organization.

Employees become actors who support the achievement of goals, have thoughts, feelings, and desires that can affect their attitudes towards their workers. This attitude will determine work performance dedication, and love for the workers charged to him, positive attitudes should be fostered, while negative attitudes should be avoided as early as possible. Employee attitudes are known as job satisfaction, stress, and functions required by the job, equipment, environment, needs, and others (Husain, 2019).

Someone with good mental health tends to be more focused, productive, and creative in carrying out their tasks. A stable mental health condition allows a person to manage stress more effectively and stay focused on the work to be done. They can make good decisions, complete tasks more efficiently, and contribute to achieving organizational goals. Conversely, mental health problems such as excessive stress, anxiety, or depression can interfere with concentration, reduce productivity, and lead to an inability to complete tasks properly (Ningsih, 2023).

The relationship between Job stress and Job performance is that the higher the level of Job stress, the lower the Job performance if the Job stress experienced by the employee is not controlled properly, and vice versa if Job stress decreases and can be controlled properly, Job performance will also increase. High levels of job stress have been considered as carriers of low performances, because individuals are considered not yet stimulated to perform. At the other extreme, high levels of stress are thought to pressure individuals into decreased energy which ultimately results in low performance (Sumiati, 2019).

An employee should do a job well with standard operating procedures, but there are still many problems found in the Class IIA Pamekasan Correctional Institution that are not in accordance with their job responsibilities such as coming to work not according to office hours. Counterproductive work behavior, poor performance, and lack of integrity are problems for any organization, but may be of particular concern to correctional institutions whose officers are trusted to enforce the law, protect the public and act as change officers for their clients (Tatman, 2020).

LITERATURE REVIEW, RESEARCH FRAMEWORK, AND HYPOTHESES

Job Stress

Job Stress is an adjustment response characterized by individual differences and or psychological processes that are a consequence of any action from outside the environment, situations or events that place psychological and physical demands on a person in (Deamas, 2021). Then stress is a condition of tension that affects a person's emotions, thinking and condition. Stress that cannot be overcome properly usually results in a person's inability to interact positively with his environment, both in the work environment and the external environment. This means that the employee concerned will face various negative symptoms which in turn affect performance.

Then job stress was adapted by Addae and Wang (2006) by explaining the dimensions in the Parker & Cotiis theory, including:

a) Time Pressure

A condition in which a person feels they have limited time to complete certain tasks or activities, can cause individuals to feel pressured or rushed to complete work within the time limit set.

b) Anxiety

Feelings of worry, tension or anxiety that a person experiences towards certain situations which can be caused by various factors including uncertainty, heavy task loads, or environmental pressure.

Job Performance

Job performance is defined as the fulfillment of one's job-related duties. This relates to the willingness and openness to acquire new skills and develop abilities so that productivity in the workplace continues to increase. Job performance consists of two aspects, namely task performance and contextual performance behavior. Task performance is a person's attitude or proficiency in performing their duties, including quantity and quality of work, work skills, and work-related knowledge. Task performance is a person's ability to plan and organize work, work efficiently, and the quality of work produced. Contextual performance behavior is positive behavior that supports the corporate, social, and psychological environment to be achieved, such as skills to perform additional tasks, have initiative, take on challenging tasks, and develop knowledge and skills. Contextual performance behavior contributes to organizational effectiveness through its influence on social and psychological work contracts, so that work can function properly (Borman in Anggriani and Tiarapuspa, 2023)

Then this job performance was adapted by Shang et al., (2016) by explaining the dimensions that exist in Borman and Widlo, including:

a) Task Performance, is an employee's performance of the assigned job or task and core skills within the company.

b) Contextual Performance is an employee's performance of the assigned job but on non-core tasks within the Company, including providing assistance to colleagues.

Research Framework

Researchers will examine the effect of Job Stress on Job Performance at Class IIA Pamekasan Correctional Institution. This is the framework of this research can be described as follows:

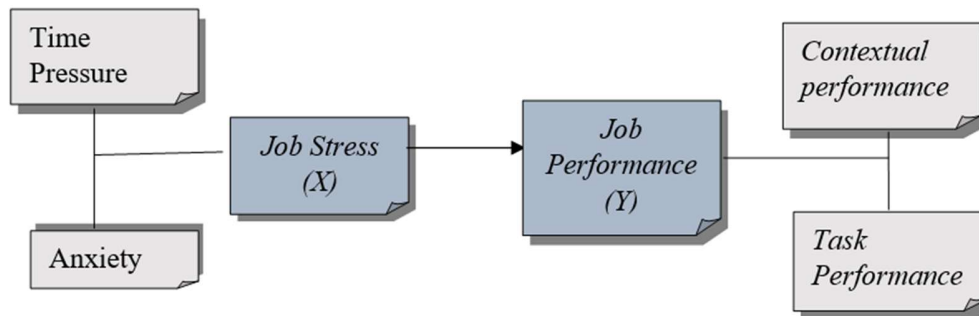


Figure 1
Research Framework

In conducting the analysis, the hypotheses in this study are as follows:

Ho: There is no effect of Job Stress on Job Performance at Class IIA Pamekasan Correctional Facility

Ha: There is an influence of Job stress on Job Performance at Class IIA Pamekasan Prison.

METHOD

Systematic scientific research into parts and phenomena and the relationships between variables is called quantitative research. The purpose of quantitative research is to develop and use mathematical models, theories and/or hypotheses related to natural phenomena. This approach departs from a theoretical framework, the ideas of experts, and the understanding of researchers based on their experience which is then developed into problems and their solutions which are proposed to obtain justification (verification) in the form of empirical data support in the report.

Quantitative research does not question the relationship between researchers and research subjects because research results depend more on the instruments used and the measurability of the variables used, and not the emotional involvement between researchers and the subjects studied (Hardani et al., 2020). This study uses random sampling or probability sampling method to select samples. The population was 130 people and the sample was 97 people. Data analysis using univariate analysis, normality test, simple linear regression, significance test and determination test using IBM SPSS 26 software.

RESULTS AND DISCUSSION

Validity Test

This validity test aims to measure the extent to which the accuracy and accuracy of the measuring instrument performs its measuring function. An instrument is said to be valid if it is able to measure what is desired and reveal the variable data studied completely. Has 13 statement items regarding job stress. This validity test was carried out with 30 respondents with a Sig value of 0.05. Items are declared valid if Sig count > Sig. The results of validity testing on variable X (Job Stress) are as follows :

Table 1
Validity test of Job Stress

No	R Count	R Table	Remarks
X_1	0,582	0,361	Valid
X_2	0,722	0,361	Valid
X_3	0,548	0,361	Valid
X_4	0,524	0,361	Valid
X_5	0,522	0,361	Valid
X_6	0,792	0,361	Valid
X_7	0,675	0,361	Valid
X_8	0,704	0,361	Valid
X_9	0,565	0,361	Valid
X_10	0,546	0,361	Valid
X_11	0,721	0,361	Valid
X_12	0,599	0,361	Valid
X_13	0,633	0,361	Valid

Source: data processed, 2024

Based on the results of the validity test seen from the comparison of the value of r count and r table, it is found that 13 statement items have r count > r table, so it can be concluded that all items are valid.

Job Performance has 23 statements regarding job performance. This validity test was carried out with 30 respondents with a value of r table more > 0.361 and the table below all the results were declared valid for the Job Performance variable.

Table 2
Validity test of Job Performance

No	R Count	R Table	Remarks
X_1	0,720	0,361	Valid
X_2	0,689	0,361	Valid
X_3	0,732	0,361	Valid
X_4	0,737	0,361	Valid
X_5	0,643	0,361	Valid
X_6	0,735	0,361	Valid
X_7	0,691	0,361	Valid
X_8	0,736	0,361	Valid
X_9	0,720	0,361	Valid
X_10	0,796	0,361	Valid
X_11	0,739	0,361	Valid
X_12	0,725	0,361	Valid
X_13	0,672	0,361	Valid
X_14	0,663	0,361	Valid
X_15	0,632	0,361	Valid
X_16	0,586	0,361	Valid
X_17	0,673	0,361	Valid
X_18	0,606	0,361	Valid
X_19	0,815	0,361	Valid
X_20	0,605	0,361	Valid
X_21	0,476	0,361	Valid
X_22	0,635	0,361	Valid
X_23	0,532	0,361	Valid

Source: data processed, 2024

Reliability Test

In determining the test related to whether a research instrument is reliable or not, namely if the coefficient value is higher than > 0.6 , then the measuring instrument is acceptable for use or is considered reliable, and vice versa. The results of the research reliability test are described as follows:

Table 3
Reliability test

<i>Reliability Statistics</i>	
Cronbach's Alpha	N of Items
0,868	13
0,944	23

Source: data processed, 2024

The table 3 explains that two research tables with 13 items each for variable X and 23 items for variable Y, the Cronbach's Alpha value of the variables above job stress is 0.868 and job performance is 0.944. Where each of these values shows the coefficient value $\alpha > 0.6$, thus identifying that the research instrument is feasible to use or can be said to be reliable.

Normality Test

The normality test of data is carried out to determine whether the sample which is the object of research can be normally distributed or not. Normally distributed data is needed as a requirement in conducting regression tests. The One Sample Kolmogorov-Smirnov Test was used in this study with the help of IBM SPSS 26 software in determining data distribution. The test used a significance level (α) of 5% or 0.05. The conclusion obtained from testing the normality of the data is if the significance value or Asymp. Sig. (2-tailed) > 0.05 , it can be concluded that the data tested is normally distributed. If the significance value or Asymp. Sig. (2-tailed) < 0.05 , it can be concluded that the test data is not normally distributed. The results of this test using SPSS IBM 26 can be seen in Table 4. The results of the normality test conducted by researchers obtained a significance value or Asymp. Sig. (2-tailed) of 0.176. Where this value is in accordance with the normality test requirements, namely with the results of $0.176 > 0.05$. This shows that the data is normally distributed because it has a significance value greater than 0.05. Therefore, this research can be used in further analysis.

Table 4
Normality test

<i>One-Sample Kolmogorov-Smirnov Test</i>		
		Unstandardized Residual
N		97
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	6.47993769
Most Extreme Differences	Absolute	.078
	Positive	.078
	Negative	-.058
Test Statistic		.078
Asymp. Sig. (2-tailed)		.176 ^{c,d}

Source: data processed, 2024

Simple Linear Regression Test

In quantitative research, the simple linear regression test is carried out to predict and find out the level of influence of the independent variable (independent variable) on the dependent variable (dependent variable).

From the coefficient table, it can be seen the regression direction coefficient from the Unstandardized Residual Coefficient column and sub column b. From this column, a constant value of 93.821 and a regression direction coefficient value of -.505 are obtained. From this value, the regression equation value is obtained as follows:

$$Y = a + bX$$

$$Y = 93,821 + (-.505)X$$

Table 5
Regression test

<i>Coefficients^a</i>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	93.821	2.635		.000
	Job Stress	-.505	.083	-.528	.000

a. Dependent Variable: Job Performance

In table 5, the coefficient value b shows the regression coefficient value which means the average change in the Job Performance variable as variable Y for each change in the Job Stress variable as variable X by 1 (one) unit. If the coefficient value b is positive, there will be a directly proportional change, which means that every time there is an increase in value in variable X, there will also be an increase in value in variable Y, as well as if there is a reduction in value in variable X, variable Y will also experience a reduction in value. Meanwhile, if the coefficient value b is negative, there will be a change that is inversely proportional, which means that every time there is an increase in value in variable X, there will be a reduction in value in variable Y, as well as if there is a reduction in value in variable X, variable Y will experience an increase in value.

Based on the regression equation above, it can be concluded that the constant value of the Job Stress variable is 93.821, which indicates that the value of the Job Stress variable is constant, and the value of the job performance variable shows a value of -.505, where the coefficient value in the regression equation above is negative. This shows an inversely proportional change in value between the Job Stress variable and the Job Performance variable. This means that every time there is an increase in the value of the Job Stress variable, there will be a decrease in the value of the Job Performance Variable, as well as if there is a decrease in the value of the Job Stress variable, the Job Performance variable will experience an increase in value. Based on the regression formula, it can be stated that the regression coefficient value of the Job Stress variable (X) of 93.821 states a 1% increase in the value of the Job Performance variable (Y) of -.505. The inversely proportional nature of the regression causes the more influential the Job Stress variable is given, the more Job Performance will decrease.

Significance Test

The significance test is carried out to determine whether the independent variable has an influence on the dependent variable. The significance test in this study has a condition that the significance value used is 5% or 0.05. The requirement in the significance test is the significance value <0.05 . These conditions indicate that H_0 is rejected and H_a is accepted, can be seen from table 6.

The results of the significance test between the Job Stress variable and the Job Performance variable at the Class IIA Pamekasan Correctional Institution. The table data shows that the level of significance or probability is 0.000. The significance test has a condition that if the significance value is less than 0.05 then H_0 is rejected and H_a is accepted which indicates a simultaneous influence between the independent variable and the dependent variable. Meanwhile, H_0 is accepted and H_a is rejected if the significance value is more than 0.05 or which indicates that there is no simultaneous influence between the independent variable and the dependent variable. The significant test results show that the significant value is $0.000 < 0.05$, which means that there is an influence of Job Stress on Job Performance at the Class IIA Pamekasan Correctional Institution.

Table 6
Significance test

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1561.082	1	1561.082	36.791	.000 ^b
	Residual	4031.001	95	42.432		
	Total	5592.082	96			

a. Dependent Variable: Job Performance

b. Predictors: (Constant), Job Stress

Source: data processed, 2024

Determination Test

Determination test is conducted to determine how much the level of influence of the independent variable on the dependent variable. In this study, the determination test was conducted to determine how much the level of influence of job stress as an independent variable on the job performance variable as the dependent variable. The level of influence can be seen in table 7.

Table 7
Determination test

<i>Model Summary^b</i>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.528	.279	.272	6.514

a. Predictors: (Constant), Job Stress

b. Dependent Variable: Job Performance

Source: data processed, 2024

The results of the determination test in table 7, obtained the value of R as a correlation coefficient of 0.528. This indicates that there is a strong positive correlation relationship between the independent variable (Job Stress) and the dependent variable (Job Performance). The table of determination test results above also shows that the value of R square (r^2) is 0.279 which shows how much influence the Job Stress variable as a whole can affect the rise and fall of the Job Performance variable. Based on the R square value, it shows that the percentage of the influence of Job Stress on Job Performance at Class IIA Pamekasan Correctional Institution is 27.9%. While the remaining 72.1% is influenced by other variables not explained in this study. This indicates that there are still other variables that have an influence on the Job Performance variable at the Pamekasan Class IIA Penitentiary besides Job Stress.

Discussion

One of the purposes of this research is to determine the effect of job stress on job performance at Pamekasan Class IIA Correctional Institution. In the regression test, a *constant* value of 93.821 and a regression direction coefficient value of -.505 were obtained. From this value, the regression equation value formula is obtained as follows:

$$Y = a + bX$$
$$Y = 93,821 + (-.505)X$$

In Table 5, the value of the coefficient b indicates the regression coefficient, which represents the change in the average value of the Job Performance variable as variable Y for each change in the Job Stress variable as variable X by 1 (one) unit. If the value of coefficient b is positive, then there will be a direct change, meaning that every increase in the value of variable X will also result in an increase in the value of variable Y, and similarly, if there is a decrease in the value of variable X, variable Y will also experience a decrease in value. On the other hand, if the value of coefficient b is negative, then there will be an inverse change, meaning that every increase in the value of variable X will result in a decrease in the value of variable Y, and similarly, if there is a decrease in the value of variable X, variable Y will experience an increase in value. Based on the regression equation above, it can be concluded that the constant value of the Job Stress variable is 93.821, indicating that the value of the Job Stress variable is constant, while the value of the job performance variable shows a value of -.505, where the coefficient in the above regression equation is negative. This indicates an inverse relationship between the Job Stress variable and the Job Performance variable. This means that every increase in the Job Stress variable will result in a decrease in the Job Performance variable, and conversely, a decrease in the Job Stress variable will lead to an increase in the Job Performance variable. Based on the regression formula, it can be stated that the regression coefficient value of the Job Stress variable (X) of 93.821 indicates a 1% increase in the Job Performance variable (Y) of -.505. The inverse nature of regression causes the more influential the given Job Stress variable, the more Job Performance will decline. In the determination test, the R value as the correlation coefficient is 0. This indicates a strong positive correlation between the variables of job stress and job performance because $0.528 < 0.5$. Additionally, it is also known that the R square value obtained is 27.9%. This result can indicate the extent to which the independent variables as a whole can affect the

fluctuations of the dependent variable. Therefore, based on this value, it can be concluded that 27.9% of job performance at the Class II A Pamekasan Correctional Institution is influenced by job stress, and the remaining 72.1% is influenced by other variables not explained in this study.

CONCLUSION AND SUGGESTIONS

Based on the results of the data analysis conducted by the researcher, it can be concluded that there is an influence of job stress on job performance at the Class IIA Pamekasan Correctional Institution. The main objectives desired in this study are to understand employees' perceptions of job stress, to understand employees' perceptions of job performance, and to understand the influence of job stress on job performance at the Class IIA Pamekasan Correctional Institution.

Based on the results of data processing and analysis conducted, the researcher draws the following conclusions that the employees of the Class IIA Pamekasan Correctional Institution have a fairly good perception of job stress. This can be seen from the respondents' responses to the statements regarding the job stress variable and its dimensions, namely Time Pressure and anxiety. The correctional facility staff have a positive perception of the job performance being carried out. This can be observed in the responses and attitudes of the officers as respondents to the statements related to the job performance variable within the dimensions of contextual performance and task performance. There is a significant negative impact of job stress on job performance at the Class IIA Pamekasan Correctional Institution. This indicates that job stress has a negative effect on the performance produced by employees, with the level of influence of job stress on job performance at the Class IIA Pamekasan Correctional Institution being 27.9%, while the remaining influence comes from other variables. This means that job performance at the Class IIA Pamekasan Correctional Institution is also influenced by other variables not explained in this study, so further research is needed on what other variables affect job performance besides job stress.

Based on the analysis conducted by the researcher regarding the influence of job stress on job performance at the Class IIA Pamekasan Correctional Institution, the researcher proposes several recommendations; the level of job stress experienced by employees of the Class IIA Pamekasan Correctional Institution is a shared responsibility between the employees themselves and the organization that is capable of accommodating its members. Organizations must pay more attention to the mental and physical health of employees in dealing with or managing job stress experienced by employees, which affects their job performance. Efforts are needed to address the job stress experienced by employees through weekly work evaluations and discussions among employees about their experiences or obstacles encountered so that solutions can be found to improve the situation. This way, employees can feel comfortable at work and manage job stress better, thereby enhancing their mental and physical well-being. In the organization, effective job management is useful for creating a more balanced and realistic distribution of tasks to avoid job stress. It is also important to establish good communication with colleagues and supervisors so that the work done aligns with the assigned tasks.

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