

The Link between Employee Performance and Stress Level

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ABSTRACT

Initiatives to enhance worker performance, such as addressing workplace stress. Since stress is an unavoidable aspect of human existence, it can affect any person at any time. This study aims to examine the connection between employee performance and stress levels. The present study used a cross-sectional, observational quantitative research design with the goal of examining the connection between employee performance and stress levels. Using the Simple Random Sampling approach, 66 respondents were selected from the entire population of 79 respondents. According to the results, 29 respondents (44%), or nearly half of the respondents, reported having a moderate level of stress. Nearly 50% of those surveyed had an adequate.

Keywords: Employee, Performance, Stress Levels, Workers

BACKGROUND

Initiatives to enhance worker performance, such as addressing workplace stress. Since stress is an unavoidable aspect of human existence, it can affect any person at any time. If people are less able to balance their wishes with the reality that exists both inside and outside of them, they are more likely to experience stress (Wilujeng, 2018).

One of the most critical components of a business is its human resources (HR). The ability of human resources to complete the duties assigned by the firm determines whether it succeeds or fails in reaching its objectives in the face of globalization. Given that, among other things, human resources are among a company's most crucial components.

According to Mangkunegara (2015), the term "performance" is derived from the words "job performance" or "actual performance" (also known as "work achievement" or "actual achievement achieved by a person). Performance is the amount and quality of work that an employee completes in order to fulfill his responsibilities. According to Kusani (2017), the work environment and stress have an impact on employee performance. Randall Schuller's research (cited in Kusani, 2017) also found that employee stress is linked to poorer performance, higher absenteeism, and a higher risk of accidents. Similarly, study by Annisa (2017) demonstrates that work-related stress significantly and favorably affects employee performance. Ekawarna (2018) asserts that work-related stress.

Stress is a bodily stimulus or action that can originate from either the outside or the inside and can have negative effects, ranging from a decline in health that may lead to a disease to a decline in performance, efficiency, and productivity at work (Tarwaka, 2011).

Work-life balance is a crucial issue for all individuals and companies to take into account, according to Swift (in Atheya & Arora, 2014), because having to juggle two or more conflicting demands is exhausting and stressful, and it can also lower employee productivity. According to Ross and Vasantha (in Yasa and Dewi, 2019), work-life balance and stress at work are closely related. Anisa (2017) provided an explanation of how workers manage their.

METHODS

In order to investigate the dynamics of the correlation between risk factors and effects, the researcher in this study employs a cross-sectional approach and a quantitative analytical design. This approach involves observation or data collection all at once (point time approach), meaning that each research subject is only observed once and measurements are made regarding the subject's character or variables at the time of examination. This does not imply that every research participant was watched simultaneously (Soekidjo, 2017). With 79 respondents in the population and 66 respondents in the sample, this study will examine the connection between employee performance and stress levels at the Rejoso Manis Indo Sugar Factory in Blitar Regency.

RESULTS

Stress Levels

Table 1. Distribution of respondent frequencies based on stress levels among respondents which was held on August 21-27, 2022 with a total of 66 respondents.

Criterion	Frequency	Percent (%)
Low	26	39%
Keep	29	44%
Tall	11	17%
Total	66	100%

Based on table 1 above, it is known that almost half of the respondents have a moderate stress level of 29 respondents (44%).

Performance

Table 2. Distribution of respondent frequencies based on the performance of respondents which was held on August 21-27, 2022 with a total of 66 respondents.

Criterion	Frequency	Percent (%)
Good	23	35%
Enough	25	38%
Less	18	27%
Total	66	100%

Based on table 4.2 above, it is known that almost half of the respondents have a sufficient category performance of 25 respondents (38%).

Statistical Test Results

Table 3. Results of spearman row analysis of the relationship between stress levels and employee performance which was held on August 21-27, 2022 with a total of 66 respondents

It	Variable	Correlation Coefficient	Sig	N
1	Stress Levels	1,000	0,000	66
2	Performance			

Based on the results of the Sprearmen Row analysis, it shows that the p-value of $0.000 < 0.05$ then H_1 is accepted, so it is concluded that there is a relationship between stress level and employee performance.

DISCUSSION

Employee Stress Level

According to the findings, nearly half of the respondents 29, or 44% had a moderate level of stress. Furthermore, 26 respondents (39%) reported feeling little to no stress. Eleven individuals (17%), on the other hand, reported experiencing extreme stress.

According to Robbins and Judge (2008), work stress is a dynamic state in which people encounter possibilities, limitations, or demands (demands) that are connected to their true desires and whose results are viewed as unclear but significant. In contrast, Siagian (in Astianto et al., 2014) defines stress as a state of tension that impacts a person's feelings, thoughts, and physical state. Unmanaged stress typically makes it difficult for a person to engage with their surroundings, both at work and outside.

Furthermore, Cartwright and Cooper (in Mauladi, 2015) define work stress as the strain or pressure we feel when the demands we face surpass our inner strength. The definition of work stress given above leads researchers to the conclusion that it is a dynamic state of people in the face of opportunities, demands, or constraints that are related to what is highly desirable and the outcome is viewed as uncertain but significant.

In today's world, stress is a prevalent issue, including stress at work (ILO, 2016). When a worker's job expectations surpass their capabilities or control, they may experience work-related stress, which is a hazardous physical and emotional reaction (Alberta, 2014). Stress at work starts to pose a health danger.

Stress can create changes in metabolism, cause headaches, cause dissatisfaction at work, changes in life skills, smoking, sleep disturbances, work conditions, role unclarity, lack of management attention to employees, career development, lack of involvement in decision-making, and stress because of having two jobs. From this, stress can create changes in metabolism, increase heart rate, breathing, cause headaches, and heart attacks. Psychological symptoms, that stress related to work can cause dissatisfaction at work. Behavioral symptoms, including changes in lifestyle habits, anxiety, smoking, excessive appetite, and sleep disturbances, and can reduce the quality of performance of an employee which can have an impact on the quality of work performed.

Employee Performance

Nearly half of the respondents had a sufficient category performance of 25 respondents (38%), according to the study's findings. Furthermore, 23 responders (35%) performed well in their respective categories. In the meantime, 18 responders (27%) performed poorly. Performance is essentially viewed from two perspectives: corporate performance and individual personnel performance. The outcome of individual labor within a company is employee performance. On the other hand, organizational performance is the sum of an organization's work outcomes (Handri, 2012).

According to Mahsun (2015), performance is a summary of the degree of success attained in carrying out an activity or program in order to realize the objectives, missions, and visions of the organization as stated in the planning strategy of the company. According to Widodo (2016).

According to prior study, performance can be defined as the degree of success in carrying out an organization's responsibilities in an attempt to fulfill its missions, visions, and goals. It is well known that the components of organizational performance include outcomes or assessments of work functions, as well as characteristics that influence employee performance, such as role perception, motivation, and skills. fulfillment of time constraints and organizational objectives (Sasa, 2016).

Researchers define performance as the outcome of work that an individual or group of individuals within an organization can accomplish in accordance with their separate powers and responsibilities in an attempt to lawfully accomplish organizational goals without breaching.

The Relationship between Stress Level and Employee Performance.

There is a correlation between employee performance and stress levels at the Rejoso Manis Indo Sugar Factory in Blitar Regency, according to the results of the Sprearmen Row analysis, which indicate that if the p-value is $0.000 < 0.05$, then H1 is acceptable.

The success and accomplishment of business objectives are significantly influenced by human resources. Human resources, such as employees, must be able to boost their job productivity in order to achieve these goals for continuity and performance improvement. A company's operational performance may also be interrupted or face a decline if a large workforce has a drop in productivity and performance as a result of various government laws (Hella, 2019). According to Mangkunegara (2015).

Every employee has work-related stress, which they all manage in their own unique ways, according to Ekawarna (2018). In essence, this occurs as a result of a misalignment between individual capabilities and organizational requirements. According to one interpretation, work stress is an uncomfortable mental state that employees go through when their responsibilities or tasks seem out of proportion to their capacity to handle the situation. According to Rollinson (in Windani, 2018), workplace stress is a condition that results from people's interactions with their jobs and is typified by changes in people who make themselves stop doing their regular tasks. Working situations that might cause stress are known as stressors.

Work-life balance is a crucial issue for all individuals and companies to take into account, according to Swift (in Atheya & Arora, 2014), because having to juggle two or more conflicting demands is exhausting and stressful, and it can also lower employee productivity. According to Ross and Vasantha (in Yasa and Dewi, 2019), work-life balance and stress at work are closely related. Anisa (2017) described how workers successfully manage their personal life in accordance with corporate standards, utilize their leisure time to take breaks at work, and control their stress levels so that it doesn't affect their output. Out of 16 respondents, research by Fardiansya (2017) revealed that 25.0% performed poorly, 56.25% performed moderately, and 18.75%.

CONCLUSION

The study found that nearly half of the respondents experienced moderate stress levels (44%), and a significant portion had sufficient work performance (38%). The findings indicate a clear relationship between stress levels and employee performance at Rejoso Manis Indo Sugar Factory, Blitar Regency. Managing stress effectively through relaxation techniques and recreational activities is crucial for maintaining optimal performance. Furthermore, the research provides valuable insights for educational institutions to enhance learning on workplace stress and performance. Future researchers are encouraged to explore more specific factors influencing employee stress to further enrich the study.

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