Motivation and Work Stress Effect on Employees Performance at Pt. International Colliman Mulia

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Abstract

This study aims to test and analyze the effect of Motivation and Job Stress on Employee Performance. The research method used in this research is descriptive method. The object of this research is employees who work at PT. Mulia Colliman International located in Bogor. This data collection method in this study by spreading questionnaires with sample technique used saturated samples of 70 people. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tool. The results showed that the significant effect on Employee Performance Motivation at PT. Mulia Colliman International and Job Stress significantly influence Employee Performance at PT. Honorable Colliman International. The most influential variable on Employee Performance PT. Glorious Colliman International is Working Stress.

Keywords: motivasion, stress work, emnployee performance

Introduction

Management is the science and art of managing the process of utilizing human resources and other resources effectively to achieve a certain goal (Hasibuan (2012: 1) Human resource issues are still the main focus for companies to survive in the era of globalization Source human power has a major role in every activity of the company.

Performance is the result or success rate of a person as a whole over a certain period of time in carrying out the tasks compared with various possibilities, such as predefined work standards, targets or targets or criteria that have been predetermined and mutually agreed upon. Performance is the result of work in quality or quantity achieved by an employee in performing their duties according to the responsibility given to him (Mangkunegara, 2013: 67).

Motivation is psychology that encourages, activates or moves, directs and distributes behavior, attitude, and actions of someone who is always associated with the achievement of goals, both organizational goals and personal goals of each member by Darmawan (2013: 81) Motivation derived from the motive word (motive), which means encouragement. Thus motivation means a condition that encourages or becomes the cause of a person doing an action / activity, which takes place consciously according to (Bangun, 2012: 312).

"Job stress is a feeling of distress experienced by employees in the face of work". This work stress is visible from the Symptom, among others unstable emotions, feelings of calmness, aloofness, difficulty sleeping, excessive smoking, can not relax, anxious, tense, nervous, blood pressure increases, and indigestion, According Mangkunegara (2013 : 157) The source of work stress coming from the workplace there are 4 categories:

a) The physical environment, including light, sound, temperature, ventilation
b) Individuals, which include role conflict, multiple roles, excessive workload, no control, responsibility and working conditions.
c) Group that is less good relationship with the opponent, subordinate, and boss.
d) Organizational structures that include poor organizational structure, no special wisdom, according to Gibson in Mohyi (2013: 158)

In the phenomenon, the development of an increasingly advanced era demands must be able to adapt in all conditions. Heavier workloads, more needs to be met, more intense competition and so on can be a threat to survive. At PT. Honorable Colliman International found that the high level of work stress and employee stress due to the job tasks they can not meet within the company, stress arises when employees are unable to meet job demands and unclear what job responsibilities, lack of time to complete the task, no support facilities to run the work, conflicting tasks, is an example of a stressor. Thus this research entitled "Analysis of Influence Motivation and Job Stress on Employee Performance PT. Honorable Colliman International ".

Formulation of Research Problems

As for the formulation of the problem is:

1. Does the motivation affect employee performance at PT. Honorable Colliman International?
2. Does job stress affect the performance of employees at PT. Honorable Colliman International?

Scope of problem
In the above description of the background, the author provides limits in this writing, with the aim to narrow the discussion. Problem restrictions in terms of targets, routines, and working hours must be highly motivated employees and tend to avoid stress will make maximum effort in their work.

Research purposes
The objective of the study is to obtain accurate evidence as well as possible. In terms of assessing how Employee Performance and the problems that often occur disebuah large companies.
1. To analyze the effect of Motivation on employee performance at PT. Honorable Colliman International.
2. To analyze the effect of work stress on employee performance at PT. Honorable Colliman International.

Literature review
Human Resource Management
According Ardana (2012: 5) "human resource management is a process of utilizing human resources effectively and efficiently through the activities of planning, mobilization, and control all the values that become the strength of achieving goals".
a. Theory of Human Resource Management
According to Gary Dessler (2011: 5), human resource management is the process of obtaining, training, assessing, and compensating employees, taking into account their working relationships, health, security, and justice issues.
b. Human Resource Management Function
According to Malayu S.P Hasibuan (2012: 21), human resource management functions are as follows:
1. Planning, is to plan the workforce effectively and efficiently to fit the needs of the company in helping the realization of goals. Organizing, which is an activity to organize all employees by establishing the division of labor, employment relations, delegation of authority, integration, and coordination in the organizational chart.
2. Briefing is the activity of directing all employees, to be willing to work together and work effectively and efficiently in helping the achievement of corporate goals, employees, and society.
3. Control is the activity of controlling all employees, in order to comply with company regulations and work in accordance with the plan.
4. Procurement is the process of withdrawal, selection, placement, orientation, and induction to get employees in accordance with the needs of the company.
5. Development is the process of improving the technical, theoretical, conceptual, and moral skills of employees through education and training.
6. Compensation is the provision of direct and indirect remuneration, money or goods to employees in return for services provided to the company.
7. Integration is an activity to unite the interests of the company and the needs of employees, in order to create a harmonious and mutually beneficial cooperation.

Work Motivation according to Hasibuan (2014: 219) is the provision of the driving force that creates the enthusiasm of one's work, in order to work hard and enthusiastically achieve optimal work results.

Job stress is a condition of tension that creates a physical and psychological imbalance that affects the emotions, thought processes, and conditions of an employee According to Rivai & Sagala (2011: 516). And Performance employees are the work of quality and quantity achieved by an employee in performing their duties in accordance with the responsibilities given to him Mangkunegara (2012: 9).

Framework
Effect of Work Motivation on Employee Performance
Motivation can certainly affect performance, although not the only factor that shapes performance (Wibowo, 2013: 389). According to kreitner and Kinicki, 2001 (in Wibowo, 2013: 389) workers have the ability, knowledge of work, emotions, and moods, beliefs, and values on the job. Workers will be more motivated if they believe that their performance will be recognized and respected.
The Influence of Job Stress on Employee Performance
Job Stress is often seen as a dysfunctional effect that can degrade performance both in terms of quality and quantity of the work itself. It is said that employees with low levels of work stress will have high performance.
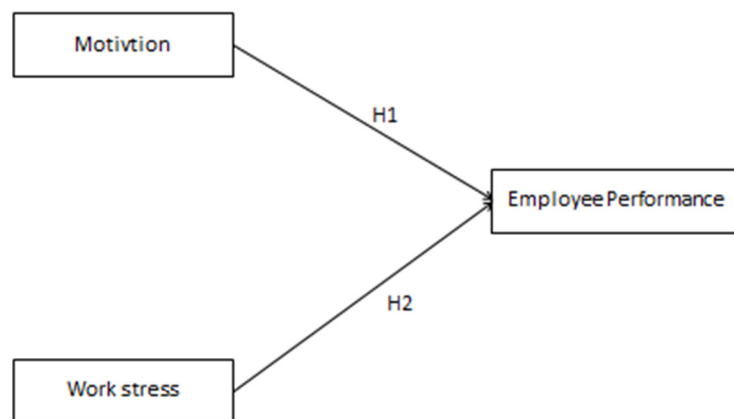
Research Hypothesis

Hypothesis is a temporary answer to the problem to be studied. Hypotheses are compiled and tested to show true or false ways freed from the values and opinions of researchers who compile and test them. According Sugiyono (2013: 96) Based on the framework, the hypothesis as follows:

1. Motivation has a positive effect on the performance of employees of PT. Noble Colliman International.
2. Work stress positively affect the performance of employees of PT. Honorable Colliman International.

Research methods

This research process begins with the activity of identifying the problem in place to be used as the research location, the formulation of the identified problem, the collection of basic theory which strengthens the foundation in the variables, the compilation of methods in data collection, the preparation of instruments, to the determination of statistical testing techniques used. Meanwhile, the time of research conducted since June 2016 until December 2016. To obtain data for the preparation of thesis, the authors take place penelitiaan at PT. Mulia Colliman International, Gunung Geulis Golf Resort.Jl. Pasar Angin Gadog Bogor, 16720, West Java, Indonesia. In this study, researchers used causal research. Causal research is a study that aims to test the relationship of hypotheses about the influence of one or several variables (independent variables) to other variables (dependent variable). So in this study to know the Influence of Motivation And Job Stress (independent variable) on Employee Performance (dependent variable).

Variable Free (Dependent)

According Sugiyono (2013: 59) defines that the independent variable or commonly called the independent variable is a variable that affects or which causes the change or the emergence of the dependent variable (bound). Independent variables In this study the independent variable is Motivation and Job Stress

Motivation Theory

Motivation theory of achievement from Mc. Clelland was quoted by Hasibuan (2011: 162). This theory states that a person working has potential energy that can be utilized depending on the motivation motivation, situation, and opportunities that exist.

Work stress theory

Job stress according to Luthan (Manurung, 2011: 8) is a response in self-improvement that is influenced by individual differences and psychological processes, as a consequence of environmental actions, situations or events that overly make a person's psychological and physical demands.

Dependent Variables (Bound)

Dependent variable is a variable commonly called dependent variable. The dependent variable is the variable that is influenced or the result, because of the independent variables (Sugiyono, 2013: 59)

Employee performance theory

The employee performance theory according to Rivai (in Muhammad Sandy, 2015: 12) gives the understanding that performance or work performance is the result or success rate of a person as a whole over a certain period in performing the task compared with various possibilities, such as the standard of work, target or target predetermined criteria and agreed upon.

Employee Performance Dimensions and Indicators

Flippo (2012) in Sunyoto (2012: 22), the performance of one's employees can be measured through:
1. Quality of work, relating to the timeliness, skills and personality in doing the job.
2. Quality of work, related to the giving of additional tasks assigned by superiors to subordinates.
3. Reliability, relating to attendance, giving time off, and scheduled delays are present in the workplace.
4. Attitude, an attitude that exists on the employee that shows how far the level of cooperation in

Completing The Work.

In this research, the researcher do measurement to a variable by using research instrument, so that writer can continue analysis to find relation to a variable to be studied. Where there are indicators that will be measured through Likert scale. The measurement scale for variables on attitude, behavior, and perception is measured using the Likert Scale. Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena (Sugiyono 2013: 132).

Determination of sample in this research is saturated sample (census). This is often done when the population is small or less than 70 people. In the case of the saturated sample is the census, where all members of the population are sampled. Thus the sample in this study is all the population or all employees of PT. Majesty Colliman International, amounting to 70 people.

Data collection technique

1. Data Collection Method is data collection method used in this research by data collecting method of research of librarian (library research) and field research (field research).
2. Data Collection Technique is that in this research, writer do observation and survey directly to object of research, that is employee of PT. Mulia Colliman International Instrument in collecting data to be used is a questionnaire. According Sugiyono (2013: 199).
3. Collection Instrument The data used are questionnaires and questionnaires is a technique of data collection conducted by giving a set of questions or written statement to the respondent to answer.

Data Type

The type of data used by the author is the primary data that is the result of interviews and the results of filling out questionnaires about Motivation and Job Stress on Employee Performance. In this case the author's primary data obtained through the questionnaire. Primary data is the source of data that directly provide data to data collectors (Sugiyono, 2012: 225).

Data analysis method

PLS (Partial Least Square), is a method of analysis of Component or Variance Based Structural Equation Modeling where in data processing is Partial Least Square (Smart-PLS) version 3.0 program. PLS (Partial Least Square) is an alternative model of covariance based SEM. PLS is intended for causal-predictive analysis in situations of high complexity and low theory support (Ghozali, 2014: 10).

Result

Shouting rather than KK10, KK5, KK6, KK7, KK8, M10, M2, M3, M8, SK1, SK10, SK2, SK4, SK5, SK6, SK7 have a factor loading value less than 0.70. Therefore, the indicator will disappear from the model. Here are the outputs of the omission of indicators and recalculation. And the result of modification testing of convergent validity with confirmatory factor analysis showed indicator with value of Standardized loading factor ≥0,70. This proves that all of these indicators can be considered feasible or valid.

Discriminant validity testing, measurement model with indicator reflection is assessed based on measurement crossloading with constructs. The indicator can be declared valid if it has the highest loading factor to the target construct, which will be compared with loading factor in other constructs. This suggests that latent constructs predict indicators on their blocks better than indicators in other blocks

Table1 : Composite Reability Test

Variable	Composite Reability	Exp.
Work stress (X2)	0,901	Reliabel
Motivation (X1)	0,866	Reliabel
Employee Peformance (Y)	0,844	Reliabel

Tabel : Hasil Pengujian Cronbach's Alpha

Variable	Cronbach's Alpha	Exp.
Work stress (X2)	0,792	Reliabel
Motivation (X1)	0,795	Reliabel
Employee Peformance (Y)	0,76	Reliabel

Outpus PLS

Based on the table can be described that the results of composite reability testing and cornbach alpha in the table as above shows a satisfactory value because the variable shows the average value of each variable ≥ 0.7. This means that the questionnaire used as a tool in this study has been reliable and consistent.

Testing Structural Model or Hypothesis Testing (Inner Model)

a. R-square Test

See the value of R-square which is a goodness-fit test model

Tabel Nilai R-Square Variabel

Varuabel Dependent	R-Square
Kinerja Karyawan (Y)	0,389

Outpus PLS

From the results of the above table, shows that the R-Square on the variables Motivation and Job Stress able to explain the variable Employee Performance of 0.389. This means that 38.9% of Employee Performance level performed is influenced by Motivation and Job Stress. While 61.1% is explained by other variables that are not meticulous in this model.

b. Goodness-fit Model test results

The R-squere value of endogenous variables in this study can be seen in the following calculations:

The predictive-relevance value is obtained by the formula:

$Q^2 = 1 (1 - R)$

$Q^2 = 1 - (1 - 0,389)$

$Q^2 = 1 - (0,611)$

$Q^2 = 0,389$

The above calculation results show predictive-relevance value of 0.389 (> 0). It means that 38,9% of variation in performance variable is explained by the variables used

Thus the model is said to be worthy of having a relevant predictive value.

c. Hypothesis Testing (Line Coefficient Estimation)

Estimated value for path relations in the structural model should be significant this significant value can be obtained by bootstrapping. By looking at the significance of the hypothesis by looking at the value of the parameter coefficient and the t-statistic significance value of the bootstrapping report algorithm. To know significant or not significant seen from t-table at alpha 1.66 (6%) = 1,66.

Table Hipothesis test

	Original Sample (O)	T Statictic (O STDEV)	P-Values	Exp
Motivation -> Employee performance	0,474	5,439	0,0000	Sig.
Work Stress -> Employee performance	0,300	3,153	0,002	Sig.

Outpus PLS

Conclusions and recommendations
Conclusion
From the results of these studies, it can be concluded as follows:
1. Motivation effect on Employee Performance at PT. Honorable Colliman International. If high employee motivation to eat employee performance will also be high.
2. Working Stress effect on Employee Performance at PT. Honorable Colliman International. If work stress increases the employee performance decreases

Suggestion

Based on the results of this study, there are some things that researchers want to convey to the company at PT. Honorable Colliman International:

1. Suggestions for the company
a) Based on the above matter, it is important for PT. Honorable Colliman International. To be able to improve employee's performance by giving salary, bonus and also giving job promotion given to employees and employee welfare guarantee, so that employees are more motivated to work and employees will also feel more secure and comfortable in the company.
b) At PT. Mulia Colliman International, especially for the employees that the workload is too much is difficult for employees, the effect is the direct job stress will also affect the motivation and indirectly on the performance of employees, it is good in terms of targets, routines, and hours work
2. Suggestions for further researchers to investigate further with different corporate objects, by re-developing the variables and indicators that have not been used in this study and researchers suggest choosing industries engaged in other fields that are willing to provide more information to researchers for research research in order to make it easier to get data needed by the researcher.

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