THE INFLUENCE OF WORK STRESS AND OVERTIME WORK ON THE PERFORMANCE OF THE EMPLOYEES

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ABSTRACT

This research aims to see how far the influence of work stress and overtime work on the performance of the employees on PT BRI Sharia Medan Branch. In this research uses a type of associative quantitative approach. The population in this research is the employees of PT. BRI Sharia Medan Branch which numbered 50 people. In the determination of the sample author take simple random sampling of the determination of the random sampling techniques simple, then the samples in take is 50 employees on PT BRI Sharia Medan Branch. The research done seen that Work stress has the value t count of 2.432, if compared with the value of the t table then produced $2.432 > 2.011$, then the result that Work stress affect the performance of the employees. Overtime work has the value of 4.192 t count, if compared with the value of the t table then produced $4.192 > 2.011$, it can be concluded that the Overtime work affect Performance employees. Simultaneously the value F count with F the table then produced $12.653 > 3.20$ so that concluded that Work stress and Overtime work affect the significant impact on the performance employees of the PT. BRI Sharia Medan Branch.

Keywords: *Work Stress, Overtime Work, Performance of The Employees, Production, Factors.*

INTRODUCTION

Human beings have an important role in a company. Human resources are the most valuable asset, without the human resources that are good and to achieve a desired result by a company may not be achieved. Man is one of the resources owned by the company in addition to other production factors such as capital and land, machinery and raw materials. Man is not a machine that every moment can always productive, will occasionally the man experienced saturation or feel tired. The work that always accumulate and is endless resulted in a person experiencing depression or stress. Stress is a condition of unequal physical and psychological disorder that resulted in a way of thinking that emotional in the work environment (Veithzal, 2004, page. 516). According to Robbins (2003, page. 376) Stress is a condition of the comparison between the hope with the reality that is not according to what is desired. The causes of stress is the existence of excessive workload, not targets that have been assigned the company resulting in the existence of health disorders that can also cause lack of concentration in work (Nasution, 2017, page. 408). The category of the causes of stress divided into two "On the job" dan "Off the job". According to Handoko (2001, page. 201) causes stress "on the job" among others : a) Excessive workload, b) pressure or insistence of time, c) supervision is bad, d) conflict between individuals or groups, e) not comfortable working climate, and f) career development. Causes stress "Off the job" Namely: a) worries about financial, b) family problem, c) physical problems, d) marital problems, e) changes that occur in a place to live. Work stress is a chronic disease that can affect the physical condition and work achievement from someone (Kotteeswari and Sharief, 2014, page.18).

Stress occurs because less capable an employee receive a work that was given to him, this happened because of the work which is a new thing that has never been previously done by the employees. On the other hand stress can also occur due to the limitation of the short or dateline is assigned to complete a work that is given. Man is not a robot every time can work continuously there is a time for man to rest to restore energy during the activity. In the working there when a work was not can be done on time, requires additional time so that all the work can be resolved. A company that their

activities produce goods furniture or household goods when many online, then will increase production time so that each of our can be ready in accordance with the expected. In other words each job that requires more time called with overtime. Overtime work is adjusted to the needs of each company, now the massive additional charges issued adjusted with long and the number of goods in production. Each company must set every hour overtime that exists in the company so that the costs incurred in accordance with the needs of the company. The company also must set its employees who work overtime. When the number of employees is quite a lot in a company, then the management must arrange the schedule overtime not to employees who have work overtime in quite a long time to continuously work, this will affect the health and productivity of the employees. All things are too forced will affect the result or the performance of a man. This research done on PT BRI Sharia Medan Branch. This research aims to see how stress, overtime work affect the performance of the employees on PT BRI Sharia Medan Branch.

PURPOSE OF STUDY

To see how far the influence of work stress and overtime work on the performance of the employees on PT BRI Sharia Medan Branch. In this research uses a type of associative quantitative approach.

LITERATURE REVIEW

Work Stress

Human resources is one of the company assets must be kept not to with the existence of the routine or country that is too complex and many will cause a person to stress and experience reduced performance in a company. According to Hariandja (2005, page. 303) Stress that is "The situation of tension/emotional pressure experienced by someone who is facing a huge demands, barriers, and there is a very important opportunity to affect the emotions of the mind and the physical condition of a person". According to Suwanto (2010, page. 98) Stress namely "as something that involves the interaction between the individual with the environment, with the size of the interaction stimulus, the interaction of the response or the response to the stimulus and in the interaction of work". According to Handoko (2011, page. 200), there are two that cause stress, namely *on-the-job* and *off-the-job*. The indicator of stress, namely: 1) Excessive workload, 2) pressure or insistence of time, 3) the quality of the supervision that bad. 4) feedback about the implementation of the work is not adequate, 5) frustrated. Hanafi (2002) have classified stress into three categories: a). Stress due to the physical environment. The individual is exposed to stress in the organization while performing duties and tasks. This stress can be mental or social resulting from using technology employed in the organization. Such as new technology, the worker cannot cope with or adapt fast enough, b). Stress due to the social environment. This stress results from interacting with others as co-workers, c). Stress due to one's own system. This stress depends on the person own characteristics. Such as worry, anxiety, abilities, the need to understand. According to Panji Anoraga (2001, page. 108), work stress is a response to a person's shape, both physically and mentally to a changing environment that felt intrusive and resulted in his being threatened

Overtime Work

Each company in the scope of their activity when a work could not be resolved in time working hours that have been assigned, then there will be additional time worked for each of its employees. The normal working time is 7 to 8 hours per day for five days a week. According to the Decision of the Menakertrans No.102/DE/VI/2004 article 1 items 1, Time overtime is working time that exceeds the work seven hours a day and 40 (fourty) hours 1 (a) weeks to 6 (six) working days in 1 (a) weeks or 8 (eight) hours a day and 40 (fourty) hours 1 (a) weeks to 5 (five) working days in 1 (a) weeks or working time on the weekly rest day and or on the day of the official holidays is specified by the government. According to Harianto (2008, page.112), states that "work overtime or overtime work is a type of the work conducted outside of normal business hours, besides the wages received by the workers is different from the official wages on normal work". *The Associated General Contractors of America* (2003), mention that the overtime was done to: a) pursue delays in the schedule, b) accelerate project completion, c) overcome increased dimension and complexity of the project caused by design changes, d) overcome the shortage of workers. Accordings to Hana et al. (2005) states that overtime given as the

attraction for manpower because of payment that more outside of the salary received by each employee. Accordings to Thomas & Raynar (1997) say, overtime have an impact on the emergence of various problems in the work. In addition to factors fatigue, policy from overtime also cause various aspects, among others are projects that are too late as a result of bad management governance, then than that in the implementation of overtime must be more efficient in order to support all aktivitas from the company. According to Sumarningsih (2014, page. 75), "Overtime work has some advantages and disadvantages: 1. The benefits of the implementation of the overtime work is a) to raise the labor income so that will be the attraction for skilled which is needed by the project, b) minimize labor withdrawal needs. Change the number of labor, usually produce low productivity. 2. The loss of the implementation of the overtime work is a) revelation of productivity when work is not based on the speed of the equipment, b) revelation of labor income when overtime work stopped will create employment disappointed, so that they need to work speed menurunkan continued with the formula, c) requires accuracy in evaluating the impact of overtime against the financing of the project.

The Performance of The Employees

The work ethos is good and will be able to improve the performance of each employee. A supervisor or leader in a company must be able to embrace every subordinate. The existence of two-way communication can create a good working environment and comfortable. Rewards or reward for each employee achievement is highly recommended, because with the existence of this gift employees felt valued and appreciated on a work that he did. Siagian (2007, page. 227), Defines the performance as a whole ability of a person to work in such a way as to achieve optimal work and various targets that have been created with the sacrifice which is the ratio of the smaller compared with the result that everything. According to Fadel (2009, page.195) Proposed several indicators are used to measure the performance of employees namely :1) Understanding over one. In running one subordinate must first be aware of the main task and function of each as well as performing tasks according to what became the responsibility, 2) Innovation. Have a positive innovation and deliver on the tops and mendiskusikanya on colleagues about the work, 3) working speed in running the working speed tasks should be noted using the following the existing working methods, 4) the accuracy of the work is not only fast, but in completing tasks employees must also discipline in performing tasks in detail in work and performs the restart, 5) Cooperation ability in working with colleagues echelons as can receive and appreciate the opinions of others. Performance is the result of the quality and quantity of work achieved by the employee in performing their duties in accordance with the responsibilities given to him, (Mangkunegara 2001: 67).

METHODOLOGY

In this research uses a type of associative quantitative approach. The population in this research is the employees of PT. BRI Sharia Branch Medan which numbered 50 people. In the determination of the sample author take simple random sampling of the determination of the random sampling techniques simple, then the samples in take is 50 employees on PT BRI Sharia Branch Medan. In collecting data, the author uses the way the questionnaire, interview and study the documentation. While the data analysis technique that is used is a regression analysis of the double Linier.ss in this research, researchers using the software program SPSS 23.0 windows. To find out the influence of the free variables and bound variables used multiple regression analysis formula as follows:

$$Y = \beta + \beta_1 X_1 + \beta_2 X_2 + e$$

RESULT AND DISCUSSION

Multikolinearitas Test

Multikolinearitas used to test whether the regression model found there is a strong correlation between independent variables (Gujarati, 2003; Santoso, 2000, Arief, 1993). The way that is used to evaluate it is to see the value of inflation factor variants (*Variance Inflation Factor/VIF*) that does not exceed 4 or 5 (Hines dan Montgomery, 1990).

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	-3.063	3.296		-.929	.357	-9.694	3.568					
Work stress	.476	.196	.287	2.432	.019	.082	.870	.327	.334	.286	.993	1.007
Overtime work	.454	.108	.495	4.192	.000	.236	.672	.518	.522	.493	.993	1.007

a. Dependent Variable: Performance employees

Table. I
Multikolinearitas Test

The two independent variables that work stress and overtime work has the value of Tolerance of 0,993 and VIF by 1,007, The value is still within the boundaries of tolerance that has determined that does not exceed 5, so that there will be no multikolinearitas in independent variables this research.

Hipotesis Test

a. The influence of Work Stress to Performance Employees

T Test statistics done to test whether free variables (X), individually have significant relationships or not against the variables bound (Y).

Table. II
t-Test
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.063	3.296		-.929	.357
	Work stress	.476	.196	.287	2.432	.019
	Overtime work	.454	.108	.495	4.192	.000

a. Dependent Variable: Performance employees

In the table above can be known that the variables X1 namely Work stress have the significance of 0,019 smaller than 0.05, which means that Work stress affect the significant impact on the performance of the employees of PT BRI Sharia Medan Branch. Is the influence of Work stress to Performance employees was 47.60%. If seen by comparing with t count t table value determined in advance the value of t table. It is known that the level of the significance of this research is of 5% (0.05), with the amount is a 48 (n-k or 50-2). Based on the file can be determined the greatness of 2.011 t table is known that Work stress has a value of 2.432 t count, if compared with the value of the t table then produced $2.432 > 2.011$, it can be concluded that Work stress affect the performance of the employees.

b. The Influence of Overtime work to Performance employees

It is known that the variables X2 namely Overtime work has the significance of 0,000 smaller than 0.05, which means that work overtime significant effect to Performance employees PT BRI Sharia Medan Branch. The influence of the great work overtime to Performance employees is 45,40%. If seen by comparing with thitung t table value determined in advance the value of t table. It is known that the level of the significance of this research is of 5% (0.05), with the amount 48 (n-k or 50-2). Based on the file can be determined the greatness of 2.011 t table is known that Overtime work has the value of

4.192 t count, if compared with the value of the t table then produced $4.192 > 2.011$, it can be concluded that the Overtime work affect to Performance employees.

c. The Influence of Work stress and Overtime work to Performance employees

The Statistics F Test (simultaneous) conducted to know whether the free variable (independent) together significantly influenced or not against the variables bound (dependent service). Test results simultaneously can be seen from the table below:

Table. III

Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	53.310	2	26.655	12.653	.000 ^b
	Residual	99.010	47	2.107		
	Total	152.320	49			

a. Dependent Variable: Performance employees

b. Predictors: (Constant), Overtime work, Work stress

Based on the test table data F it is known that there is a significant value of $0,000 < 0.05$ means that Work stress and Overtime work affect the significant impact on the Performance on talkshow PT BRI Sharia Medan Branch. If you see the influence of the free variable with a variable bound simultaneously by comparing the value of F count with F the table first calculate the degree of free (df) quantifiers and degrees free (df) both operate. Known the value of quantifiers is k-1 so known value df $3-1=2$, while the degree of free (df) n-k-1, So the known value of both operate is df $50-2-1=47$, So it is known that the value of F table is of 3.20 if compared to the value of F count with F the table then produced $12.653 > 3.20$ so that concluded that Work stress and Overtime work affect the significant impact on the Performance employees.

d. Determination Test

This determination of test to see how much Work stress and Overtime work explains the Performance employees. To know the greatness of the determination of Work stress and Overtime work explains the Performance employees can be seen in the table below:

Table IV.
Determination Test

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.592 ^a	.350	.322	1.45141	.350	12.653	2	47	.000	1.628

a. Predictors: (Constant), Overtime work, Work stress

b. Dependent Variable: Performance employees

Based on the table above it is known that the value of R Square is of 0,350 or with 35,00% means that Work stress and Overtime work is able to explain the Performance employees on PT BRI Sharia Medan Branch rest 65,00% explained by other variables are among others the motivation, communication, leadership style that is not inserted into the model of this research.

CONCLUSION

In a company of Human Resources is an important asset that must be maintained and developed. If the employees feel noted, then they will work in accordance with what is desired by a company where the place they work. But when the employees are not noted or company only concerned with the results

only without seeing the process then the result will be accepted will not in accordance with what is desired by the company. The results of this research showed that Work stress has the value t count of 2.432, if compared with the value of the t table then produced $2.432 > 2.011$, it can be concluded that Work stress affect the performance of the employees. Overtime work has the value of 4.192 t count, if compared with the value of the t table then produced $4.192 > 2.011$, it can be concluded that the Overtime work affect Performance employees. Simultaneously the value F count with F table then produced $12.653 > 3.20$ so that concluded that Work stress and Overtime work affect the significant impact on the performance employees in PT. BRI Sharia Medan Branch.

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