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The influence of work discipline and work stress on employee performance (Case study at CV Rimba Jaya)

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Abstract. This study aims to determine how the description of work discipline, work stress, and employee performance, and to determine how the influence of work discipline and work stress on employee performance at CV Rimba Jaya. The factors tested in this study were work discipline and job stress as independent variables, while employee performance was the dependent variable. The research method used in this research is descriptive and verification methods. The population in this study were employees at CV Rimba Jaya. The sampling technique used in this study is a non-probability sampling technique with a saturated sampling technique, so that the total number is 65 people. The analytical method used in this study is multiple linear regression analysis using the Statistical Package for Social Sciences (SPSS) Vers.25.00. The results showed that work discipline and work stress have an effect on employee performance at CV Rimba Jaya. The magnitude of the influence of work discipline and work stress on employee performance is 74.6%.

Keywords. Work Discipline, Work Stress, and Employee Performance

Introduction

Along with the development of the business world, especially in Indonesia, makes the level of competition becomes more competitive. Therefore, it is important for the company to be able to improve the company's performance to be more effective and efficient. One important factor to note is human resources. Human resources are an important asset that must be owned by the organization in achieving the objectives of the organization, therefore employees must be utilized to the maximum extent possible to achieve the goals that have been set (Fathoni, 2015:8).

Human resources in this case namely employees become one of the factors of the company's capital source in achieving the company's goals. Therefore, it is important for the company to be able to manage and improve employee performance in order to achieve the company's goals. Employee performance is the result produced by certain work functions or activities on a particular job over a certain period of time, showing the quality and quantity of the work (Bernardin and Russell, 2015:270).

Some previous research related to this research such as research conducted by Setiawati (2017), Setyawati et al (2018) and Limbong et al (2019), the results of their research showed that work discipline and work stress affect employee performance.

Frame of Mind

The frame of thought is a conceptual model of how theory combines with a variety of factors that have been identified as an important issue. A good frame of thought would theoretically explain the linkages between the variables studied. So theoretically it is necessary to explain the relationship between independent and dependent variables.

The Effect of Work Discipline on Employee Performance

Discipline of work is the attitude of willingness and willingness of a person to comply with and adhere to the norms of the regulations that apply around it. Discipline is indispensable to both the individual concerned and the organization (Sutrisno, 2016:89). Every employee must have work discipline within their organization or company. The main standard in measuring performance is by measuring attendance level, which is the assumption used in measuring or assessing the work of its employees by looking at the attendance list. If the employee's attendance is below the standard set then the employee is unable to make an optimal contribution to the organization (Mathis and Jackson, 2015:324).

How Work Stress Affects Employee Performance

Work stress is a dynamic condition in which individuals are confronted with, opportunities, requests, or sources related to what the individual wants and which is where the result is to feel equally uncertain and important (Robbins and Judge, 2015:595). Stress can arise as a result of pressure or tension stemming from disharmony between a person and his environment. In other words, if the means and demands of the task are not in harmony with the needs and abilities of a person, he will experience stress. Stress is a condition of tension that affects a person's emotions, mind, and physical condition. At an increasingly severe stage, stress can make employees sick or even resign (Siagian, 2015:300).

Frame of mind

Research hypotheses

Hypotheses are a temporary answer to the formulation of research problems. It is said that while, since the answers given are only based on relevant theories, it has not been based on empirical facts obtained through data collection (Sugiyono, 2017:64). Based on the description of the frame of thought above, the hypothesis formed is as follows:

H1 : Work discipline affects employee performance.

H2 : Work stress affects employee performance.

H3 : Work discipline and work stress affect employee performance.

Research methods

Types of Research

This research used quantitative research methods. Quantitative research is research based on the philosophy of positivism, used to examine in certain populations or samples, data collection using research instruments, data analysis is quantitative / statistical, with the aim to test the hypothesis that has been determined (Sugiyono, 2017:13).

"Research methods are a scientific way to obtain data with specific purposes and uses."

The research methodology used in this research is descriptive and verifikative method. According to Nazir (2014:54) mentions that descriptive methods are as follows:

"Descriptive method is to study determining facts with precise interpretation where in it includes studies to accurately describe the properties of some group and individual phenomena and studies to determine the frequency of occurrence of a condition to minimize bias and maximize reability. This description method is used to answer the problem of all research variables independently."

Results and discussions

Multiple Linear Regression Analysis

Regression analysis is used to determine the existing relationship between variables so that from the relationship obtained can be estimated one variable, if the price of the other variable is known. The equation of the regression model used by the author is the multiple regression analysis equation. Below will be presented regression equation model using multiple linear regression analysis which is as follows:

Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,460	,348		7,065	,000
Work Discipline	,427	,084	,433	5,083	,000
Work Stress	-,504	,083	-,515	-6,041	,000

Source : SPSS Output

Regression equation model formed based on the results of research are as follows:

$$Y = 2,460 + 0.427 X_1 - 0.504 X_2 + e$$

1. If the constant value of 2,460 means that if independent variables that are work discipline variables and work stress is considered constant (valued at 0), then the dependent variable that is the employee performance variable will be worth 2,460. That is, when there is no change in the value of work discipline, then the value of employee performance does not change (it is worth a sip).

2. If the regression coefficient value of work discipline variables shows 0.427, meaning that if the work discipline variable increases by (one) unit, while the other independent variable that is the work stress variable is considered constant (worth 0), then the dependent variable that is the employee performance variable will increase by 0.427. Positive signs on the value of coefficient regression indicate that work discipline has a positive influence on employee performance. This means that the higher the discipline of work, the higher the performance of employees, and vice versa.

3. If the regression coefficient value of the work stress variable indicates -0.504, meaning that if the employee performance variable increases by (one) unit, while the other independent variable that is the work discipline variable is considered constant (worth 0), then the dependent variable that is the employee performance variable will increase by -0.504. Negative signs of regression coefficient values indicate that work stress has a negative influence on employee performance. This means that the lower the work stress, the higher the employee's performance, and vice versa.

Hypothesis Testing

Partial Hypothesis Testing (t Test)

This test basically aims to show how far the influence of one individual independent variable in explaining dependent variables. Below will be presented the results of partial hypothesis testing using multiple linear regression analysis as follows:

Partial Hypothesis Testing

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,460	,348		7,065	,000
Work Discipline	,427	,084	,433	5,083	,000
Work Stress	-,504	,083	-,515	-6,041	,000

Source : SPSS Output

Simultaneous Hypothesis Testing (Test F)

The F test is a model feasibility test (goodness of fit) that must be performed in linear regression analysis. Below will be presented the results of simultaneous hypothesis testing, namely as follows:

Table Simultaneous Hypothesis Testing

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	35,693	2	17,847	91,256	,000 ^a
Residual	12,125	62	,196		
Total	47,819	64			

Source : SPSS Output

Discussion of Research Results

Discussion of Work Discipline at CV Rimba Jaya

The results showed that in the work discipline variable obtained the total value of the actual score of 1865, the ideal total score of 2925 percentage value of 63.76%, and the mean score of 3.39 fell into the category quite well. This shows that the discipline shown by employees at CV Rimba Jaya is quite good. Work discipline variables consisting of indicators of obeying the

rules of time, indicators of obeying the rules, indicators of obeying the rules of conduct in the work and indicators of obeying other regulations in the organization.

The time-abiding indicator shows that the percentage value is 59.79% and the mean score of 2.99 belongs to the category quite well. The highest score is 3.06, associated with them always being on time on their way home from work in accordance with working time standards. This indicates that employees always come home from work on time in accordance with company regulations. The lowest score was 2.92, associated with them never being late during working hours in accordance with working time standards. This indicates that there are still employees who are late for work.

The performance-sensitive indicators in the work showed that the percentage value was 69.08% and the mean score was 3.45 in the good category. The highest score mean score is 3.86, related to them working in accordance with the functions of duties and responsibilities in the work. This shows that employees always work according to their responsibilities. The lowest score mean value of 3.05, related to them being able to coordinate well between colleagues in the company in completing the work. This shows that there are still employees who are not able to coordinate with other colleagues.

Other regulatory indicators in the organization show that the percentage value is 59.23% and the mean score of 2.96 belongs to the category quite well. The highest score is 3.83, related to them always being polite and respectful with fellow colleagues or leaders in the company. This shows that all employees are respectful between employees and leaders. The lowest score was 2.09, associated with them sometimes being less careful and conscientious in carrying out the work. This indicates that there are still some employees who are not careful, but most employees are always careful in their work.

Discussion of Work Stress on CV Rimba Jaya

The results showed that in work stress variables obtained the total actual score value of 3378, the ideal total score value of 5525, the percentage value of 61.14%, and the mean score of 3.38 fall into the category quite well. This indicates that the work stress shown by employees at CV Rimba Jaya is quite good. Work stress variables consisting of indicators of working conditions, role stress indicators, interpersonal factor indicators, career progression indicators, organizational structure indicators and home-work display indicators.

The employment condition indicator shows that the percentage value is 65.54% and the mean score of 3.28 belongs to the category quite well. The highest score of 3.98, related to feeling the work provided by the company is still easy to complete. This shows that they can easily do the work quickly because they are used to the job. The lowest score was 2.89, as they felt the number of jobs the company provided was still within reasonable limits. This indicates that the work provided by the company has a large number that employees can not complete on time.

Discussion of Employee Performance at CV Rimba Jaya

The results showed that in employee performance variables obtained the total value of the actual score of 2608, the ideal total score value of 3900, the percentage value of 66.87%, and the mean score of 3.37 fall into the category quite well. This shows that the performance of employees shown by CV Rimba Jaya belongs to the category quite well. Employee performance variables consisting of work quality indicators, work quality indicators, punctuality indicators, cost effectiveness indicators, supervisory needs indicators and relationship indicators between individuals.

In good quality indicators, it shows that the percentage value of 60.62% and the mean score of 3.03 fall into the category quite well. The highest score mean score of 3.09, related to them being able to complete the work above the company's set standards. This indicates that employees are able to complete work above the company's standards, but there are still

employees who are less able to meet the target. The lowest score mean value is 2.97, related to them being able to complete the work in accordance with the company's target. This indicates that there are still employees who are less able to complete the work in accordance with the company's targets.

The quantity indicator shows that the total percentage value is 68.62% and the mean score of 3.43 belongs to the good category. The highest score was 3.83, as they were able to complete all the work they were responsible for. This indicates that employees are able to complete the work that is the responsibility of the employee. The lowest score of 3.03, related to the number of jobs they are responsible for is still in a reasonable stage. This indicates that the work provided by the company is too much so that it can not be completed quickly.

The Effect of Work Discipline on Employee Performance

The results showed that work discipline affects employee performance was 33.5%. The results of this study are supported by the basis of the theory in the previous discussion that the discipline of work is the attitude of willingness and willingness of a person to comply with and adhere to the norms of the regulations that apply around it. Regulation is very necessary to provide guidance and counseling for employees in creating good discipline in the company. To be more effective with the regulations that have been issued in order to enforce discipline, there needs to be rules on employee discipline. Besides, there needs to be an example of a leader, because the leader is a role model from his subordinates (Pasaribu et al. 2020). Good discipline reflects the amount of responsibility a person has for the duties given to him. This encourages the passion of work, the spirit of work, and the realization of the company's goals. Through discipline will reflect strength, because usually a person succeeds in his work is those who have high discipline.

How Work Stress Affects Employee Performance

The results showed that work stress affects employee performance. The effect of work stress on employee performance was 41.2%. The results showed that work stress affects employee performance.

The Effect of Work Discipline and Work Stress on Employee Performance

The results showed that work discipline and work stress affect employee performance was 74.6%. The results of this study are supported by the basis of the theory in the previous discussion which stated that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2015:67). There are several factors that can affect employee performance such as work discipline factors. Good discipline reflects a person's great sense of responsibility for the duties given to him. This can encourage the emergence of performance improvement and achievement of the goals of the company, employees, and the community. In other words, work discipline is the main capital that determines the level of employee performance. Good work discipline will result in good employee performance, on the contrary if the discipline of work is not good will result in poor employee performance (Pangarso and Susanti, 2016:157).

Conclusion

Based on the results of research and discussion in the previous chapter, the conclusions are obtained as follows:

1. The results showed that work discipline, work stress, and employee performance shown at CV Rimba Jaya showed a fairly good category.

2. The results showed that work discipline affects employee performance. So the higher the discipline of work, the higher the employee performance.
3. The results showed that work stress affects employee performance. So the lower the work stress, the higher the employee performance.
4. The results showed that work discipline and work stress affect employee performance. So the higher the discipline of work and the lower the work stress, the higher the employee performance.

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