

Validity and Reliability of Motivation and Stress on Employee Performance

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ABSTRACT

This research aims to reveal the influence of motivation and job stress on employee performance at PT Makassar Raya Motor (Daihatsu) Parepare. The research method used in measuring the effectiveness of employee performance is the saturation sampling method. Then motivation and job stress become independent variables in improving employee performance so that, this research describes a discussion of motivation and job stress. The research results show that both motivation and job stress have a significant and significant effect on employee performance at PT Makassar Raya Motor.

One sample from the object of research in this article, namely PT Makassar Raya Motor, which is a Daihatsu car dealer, is required to increase its ability to face competition. One way to increase abilities is to pay attention to the motivation and stress factors of the workforce, in this case, the employees of the marketing division.

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1. Introduction

In the company, motivation highly affected the quality of human resources. If employees have high encouragement, it can increase motivation and increase employee performance. Conversely, if employees lack motivation, they usually lack motivation and result in a lack of achievement.⁴

Not only motivational factors, but employee performance can also be affected by the “stress” conditions that are sometimes experienced by each individual. Competition and demands in the increasingly high work environment, family environment, and social environment also greatly influence stress. This can lead to losses in activities when viewed

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⁴ Fahmi, Irham. (2016). *Pengantar Manajemen Sumber Daya Manusia Konsep dan Kinerja*. Jakarta: Mitra Wacana Media, p. 23.

from a negative perspective. As for the positive perspective stress at low to medium levels can be functional, which means that it acts as an encouragement for improving employee performance.

Every company wants a positive performance achievement by employees, as well as the target performance achievement of the company's goals: work optimally. Therefore, employee performance needs considering so that the achievement of company goals achieved.

One sample of the research objects in this article, namely PT Makassar Raya Motor, which is the dealer for the Daihatsu brand of car, which the company is required to increase its ability to face competition. One of the ways to improve ability is by paying attention to the motivational and stressful factors of its employees who, in turn, are employees of the marketing division. During this time, the problems faced by the marketing division of PT Makassar Raya Motor (Daihatsu), namely the high demands for achieving the targets set by the company, not to mention the excessive workload. This is a real threat that can worsen the performance conditions of the employees of PT Makassar Raya Motor (Daihatsu).

This article attempts to explain the factors that affect performance in PT companies. Makassar Raya Motor (Daihatsu) branch of the City of Parepare, where these factors include motivation and stress levels in work.

2. Method

This research was conducted at PT Makassar Raya Motor (Daihatsu). By taking the research population of all employees of the marketing division of PT Makassar Raya Motor consists of 33 people. The sampling method was a saturated sample because the population was relatively small.

This research used qualitative and quantitative analysis in which the form of analysis used numbers and calculations using statistical methods. The data would be clarified in certain categories using certain tables.

To make it easier to do the analysis, with used the SPSS program for windows 20.0, which aims to determine the effect of the independent variable on the dependent variable and used multiple linear regression analysis to reveal the relationship of the independent variables.

3. Target and Sales Data

The following is the target and sales data of PT Makassar Raya Motor (Daihatsu) in 2017-2019.

Table 1. **The Target dan Sales Data of Marketing Division**

Employees	2017	2018	2019
Sales Counter			
Total Employees	6	6	6
Total Target	216	288	360
Total Sales	155	247	317
Sales Lady			
Total Employees	11	11	11
Total Target	264	264	264

Total sales	158	162	179
SalesForce			
Total Employees	16	16	16
Total Target	384	384	384
Total Sales	204	222	249
Total			
Total Employees	33	33	33
Total Target	864	936	1008
Total Sales	517	631	745

Source: Primary data, 2020 (Edited).

Based on the survey results, it is known that the complaint of the marketing employees of PT Makassar Raya Motor (Daihatsu) is a very burdensome workload for employees. The company of PT Makassar Raya Motor (Daihatsu) requires employees of the marketing division to achieve sales targets. This is a serious threat that can increase employee stress and will result in a decrease in employee performance.

4. Validity and Reliability Test Analysis

4.1. Validity Test and Reliability Variable Job Motivation

The following are the results of the validity and reliability test of the job motivation variable on employees at PT Makassar Raya Motor (Daihatsu).

Table 2. Results of the Validity Test of Job Motivation

Correlations	M_1	M_2	M_3	M_4	M_5	M_6	M_7	M_8	Total
M_1 Pearson Correlation	1	.817**	.466**	.510**	.528**	.458**	.229	.287	.700**
M_2 Pearson Correlation	.817**	1	.507**	.563**	.671**	.615**	.384*	.444**	.819**
Sig. (2-tailed)	.000		.003	.001	.000	.000	.027	.010	.000
N	33	33	33	33	33	33	33	33	33
M_3 Pearson Correlation	.466**	.507**	1	.551**	.517**	.480**	.288	.343	.695**
Sig. (2-tailed)	.006	.003		.001	.002	.005	.104	.050	.000
N	33	33	33	33	33	33	33	33	33
M_4 Pearson Correlation	.510**	.563**	.551**	1	.818**	.661**	.428*	.490**	.827**
Sig. (2-tailed)	.002	.001	.001		.000	.000	.013	.004	.000
N	33	33	33	33	33	33	33	33	33
M_5 Pearson Correlation	.528**	.671**	.517**	.818**	1	.806**	.504**	.469**	.878**
Sig. (2-tailed)	.002	.000	.002	.000		.000	.003	.006	.000
N	33	33	33	33	33	33	33	33	33

M_6	Pearson Correlation	.458**	.615**	.480**	.661**	.806**	1	.571**	.422*	.829**
	Sig. (2-tailed)	.007	.000	.005	.000	.000		.001	.014	.000
	N	33	33	33	33	33	33	33	33	33
M_7	Pearson Correlation	.229	.384*	.288	.428*	.504**	.571**	1	.527**	.651**
	Sig. (2-tailed)	.200	.027	.104	.013	.003	.001		.002	.000
	N	33	33	33	33	33	33	33	33	33
M_8	Pearson Correlation	.287	.444**	.343	.490**	.469**	.422*	.527**	1	.659**
	Sig. (2-tailed)	.106	.010	.050	.004	.006	.014	.002		.000

Source: Primary data, 2020 (Edited).

Based on the results of the validity test, it can be seen that overall the eight-question items from the job stress variable which r count $>$ r table with r table = 0.2913

Table 3. Results of the Reliability Test of Job Motivation

Cronbach's Alpha	N of Items
0.892	8
Total	

Source: Primary data, 2020 (Edited).

Based on the reliability test results, the variable X above has the value of *Cronbach's alpha* 0.892, which means that the value is greater than the value of 0.60 based on the above provisions, the variable X₁ in the study indicates that it is reliable or consistent.

4.2. Validity Test and Reliability of Job Stress Variables

The following are the results of the validity and reliability test of the job stress variable on employees at PT Makassar Raya Motor (Daihatsu).

Table 4. Results of the Validity Test of Job Stress

Correlations		S_1	S_2	S_3	S_4	S_5	S_6	S_7	S_8	Total
S_1	Pearson Correlation	1	.525**	.497**	.755**	.755**	.669**	1.000**	.525**	.861**
	Sig. (2-tailed)		.002	.003	.000	.000	.000	.000	.002	.000
	N	33	33	33	33	33	33	33	33	33
S_2	Pearson Correlation	.525**	1	.653**	.451**	.451**	.513**	.525**	1.000**	.788**
	Sig. (2-tailed)	.002		.000	.008	.008	.002	.002	.000	.000
	N	33	33	33	33	33	33	33	33	33
S_3	Pearson Correlation	.497**	.653**	1	.575**	.575**	.573**	.497**	.653**	.766**
	Sig. (2-tailed)	.003	.000		.000	.000	.000	.003	.000	.000
	N	33	33	33	33	33	33	33	33	33
S_4	Pearson Correlation	.755**	.451**	.575**	1	1.000**	.753**	.755**	.451**	.861**
	Sig. (2-tailed)	.000	.008	.000		.000	.000	.000	.008	.000
	N	33	33	33	33	33	33	33	33	33
S_5	Pearson	.755**	.451**	.575**	1.000	1	.753**	.755**	.451**	.861**

	Correlation									
	Sig. (2-tailed)	.000	.008	.000	.000		.000	.000	.008	.000
	N	33	33	33	33	33	33	33	33	33
S_6	Pearson Correlation	.669**	.513**	.573**	.753**	.753**	1	.669**	.513**	.818**
	Sig. (2-tailed)	.000	.002	.000	.000	.000		.000	.002	.000
	N	33	33	33	33	33	33	33	33	33
S_7	Pearson Correlation	1.000**	.525**	.497**	.755**	.755**	.669**	1	.525**	.861**
	Sig. (2-tailed)	.000	.002	.003	.000	.000	.000		.002	.000
	N	33	33	33	33	33	33	33	33	33
S_8	Pearson Correlation	.525**	1.000**	.653**	.451**	.451**	.513**	.525**	1	.788**
	Sig. (2-tailed)	.002	.000	.000	.008	.008	.002	.002		.000
	N	33	33	33	33	33	33	33	33	33
Total	Pearson Correlation	.861**	.788**	.766**	.861**	.861**	.818**	.861**	.788**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33	33	33

Source: Primary data, 2020 (Edited).

Based on the results of the validity test, it can be seen that overall the eight-question items of the job stress variable, which $r_{count} > r_{table}$ with $r_{table} = 0.2913$, the job stress variable is declared valid.

Table 5. Results of the Reliability Test of Job Stress

Cronbach's Alpha	N of Items
0.932	8

Total

Source: Primary data, 2020 (Edited).

Based on the reliability test results of the X_2 variable above, the value of *Cronbach's alpha* is 0.932, meaning that the value is greater than the value of 0.60 based on the above provisions, the variable X_2 in this research indicates that the value is consistent or consistent.

4.3. Validity Test and Reliability Variabel Employee Performance

The following are the results of the validity and reliability tests of employee performance variables at PT Makassar Raya Motor (Daihatsu).

Table 6. Test Results of the Employee Performance

Correlations	K_1	K_2	K_3	K_4	K_5	K_6	K_7	K_8	Total
K_1 Pearson Correlation	1	.492**	.354*	.535**	1.000**	.492**	.373*	.353*	.849**
Sig. (2-tailed)		.004	.043	.001	.000	.004	.033	.044	.000
N	33	33	33	33	33	33	33	33	33
K_2 Pearson Correlation	.492**	1	.059	.418*	.492**	1.000**	.224	.412*	.661**
Sig. (2-tailed)	.004		.744	.015	.004	.000	.210	.017	.000
N	33	33	33	33	33	33	33	33	33

K_3	Pearson Correlation	.354*	.059	1	.297	.354*	.059	.326	.354*	.532**
	Sig. (2-tailed)	.043	.744		.093	.043	.744	.064	.043	.001
	N	33	33	33	33	33	33	33	33	33
K_4	Pearson Correlation	.535**	.418*	.297	1	.535**	.418*	.513**	.573**	.744**
	Sig. (2-tailed)	.001	.015	.093		.001	.015	.002	.000	.000
	N	33	33	33	33	33	33	33	33	33
K_5	Pearson Correlation	1.000**	.492**	.354*	.535**	1	.492**	.373*	.353*	.849**
	Sig. (2-tailed)	.000	.004	.043	.001		.004	.033	.044	.000
	N	33	33	33	33	33	33	33	33	33
K_6	Pearson Correlation	.492**	1.000**	.059	.418*	.492**	1	.224	.412*	.661**
	Sig. (2-tailed)	.004	.000	.744	.015	.004		.210	.017	.000
	N	33	33	33	33	33	33	33	33	33
K_7	Pearson Correlation	.373*	.224	.326	.513**	.373*	.224	1	.653**	.651**
	Sig. (2-tailed)	.033	.210	.064	.002	.033	.210		.000	.000
	N	33	33	33	33	33	33	33	33	33
K_8	Pearson Correlation	.353*	.412*	.354*	.573**	.353*	.412*	.653**	1	.703**
	Sig. (2-tailed)	.044	.017	.043	.000	.044	.017	.000		.000
	N	33	33	33	33	33	33	33	33	33
Total	Pearson Correlation	.849**	.661**	.532**	.744**	.849**	.661**	.651**	.703**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33	33	33

Source: Primary data, 2020 (Edited).

Based on the results of the validity test, it can be seen that overall the eight-question items of the employee performance variable where $r_{count} > r_{table}$ with $r_{table} = 0.2913$, the employee performance variable is declared valid.

Table 7. Results of the Reliability Test of Employee Performance

Cronbach's Alpha	N of Items
0.853	8
Total	

Source: Primary data, 2020 (Edited).

Based on the reliability test results of the Y variable above, the value of *Cronbach's alpha* is 0.853, which means that the value is greater than the value of 0.60 based on the above provisions; the variable Y in this study indicates that it is labeled or consistent.

4.4. Analysis Results of Multiple Linear Regressions

Multiple linear regressions analysis using the SPSS for windows 20.0 program which aims to determine the effect of independent variables on dependent variables. This can be seen in the following table:

Table 8. Multiple Linear Regressions Analysis (1)

Coefficients ^a			
Model (Constant)	Motivation	Stress	Performance
Unstandardized Coefficients			
B	-.238	.359	.644
Std. Error	3.589	.118	.091
Standardized Coefficients			
Beta		.300	.693
T	-.066	3.056	7.050
Sig.	.948	.005	.000
Total			

Source: Primary data, 2020 (Edited).

Based on the table, the calculation is $Y = -0.238 + 0.359 X_1 + 0.644 X_2$. In the table above, column B is constant (a) is -0.238, while in Motivation (B_1) is 0.359, and for Job Stress (B_2) is 0.644. Based on these results, it can be said that the constellation is -0.238, the regression coefficient X_1 is 0.359, and the regression coefficient X_2 is 0.644.

It can be concluded that the t value of Motivation = 3.056 with probability = 0.005 < 0.05 means that the significant effect on performance and for the stress variable t value = 7.050 with probability = 0.000 < 0.05 means that it has a significant effect on performance.

Meanwhile, for the t-test (Partial Test) to find out whether the independent variables (X_1 and X_2) have a significant effect on the dependent variable (Y). Based on the previous table, the values that have been obtained are as follows:

- 1) The Motivation Variable (X_1) can be said that $3.056 > 2.042$, then H_0 is rejected, it means that the Motivation Variable has a significant effect on Employee Performance, and then the hypothesis can be stated as true.
- 2) The Job Stress Variable (X_2) can be said that $7.050 > 2.042$, then H_0 is rejected, which means the Job Stress Variable has a significant effect on Employee Performance, then the hypothesis can be stated as true.

The F test (Simultaneous Hypothesis Testing) can be seen in the table below:

Table 9. Multiple Linear Regressions Analysis (2)

ANOVA ^b					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	385.355	2	192.678	57.398	.000 ^b
Residual	100.706	30	3.357		
Total	486.061	32			

Source: Primary data, 2020 (Edited).

Based on the table of f test results, it can be seen that simultaneously obtained F count > F table where the value is ($57.398 > 3.30$) then H_0 is rejected and H_a is accepted. This also implies the influence between independent variables on dependent variables together.

The results of the determination coefficient (R^2) can be seen in the table below:

Table 10. Multiple Linear Regressions Analysis (3)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.890 ^a	.793	.779	1.83217
Total				

Source: Primary data, 2020 (Edited).

The results of statistical analysis with the SPSS for Windows program 20.0 obtained the value of determination (R^2) = 0.793, meaning that 79.3% of the effect of motivation (X_1); work stress (X_2) on employee performance (Y), while the remaining 20.7% was influenced by other variables not included in this research.

The effect of “motivation” and “stress” on job performance at PT Makassar Raya Motor (Daihatsu), where motivation and work stress are significant variables in improving employee performance.

The following is a description of the discussion of work motivation and stress as a result of processing previous statistical data.

- 1) Motivational and job stress influence employee performance partially. The results of this research indicate that the motivation variable (X_1) positive effect on employee performance (Y) because $t_{hitung} > t_{table}$ ($3.056 > 2.042$) means that H_0 is rejected; this shows that motivation has a considerable influence on employee performance at PT Makassar Raya Motor (Daihatsu). Motivation is the provision of a driving force that creates the excitement of a person's work so that they can work together, work effectively and integrate all efforts to achieve the satisfaction that affects employee performance and this indirectly increases the performance of employees at PT Makassar Raya Motor (Daihatsu).⁵
- 2) The results also show that the Job Stress (X_2) variable has a positive effect on employee performance (Y) because $t_{hitung} > t_{table}$ ($7.050 > 2.042$) means that H_0 is rejected, this indicates that work stress has a significant effect on employee performance (Y) at PT Makassar Raya Motor (Daihatsu), where job stress is task demands, physical demands, role demands, interpersonal demands, life changes, and life trauma.
- 3) The variables of motivation and work stress simultaneously have a significant effect on employee performance at PT Makassar Raya Motor (Daihatsu) because $F_{hitung} > F_{table}$ where the value is ($57.398 > 3.30$), then H_0 is rejected, and H_a is accepted. This also implies the influence of the independent variable on the dependent variable.

5. Conclusion

The influence of motivation and work stress on employee performance at PT Makassar Raya Motor (Daihatsu) partially “motivation variable” (X_1) has a positive effect on employee performance (Y) because $t_{hitung} > t_{table}$ ($3.056 > 2.042$) means that H_0 is rejected; this shows that motivation has a considerable influence on employee performance at PT Makassar Raya Motor (Daihatsu), while job “stress variable” (X_2) has a positive

⁵ Hotiana, Nila., and Febriansyah. (2018). Pengaruh Motivasi dan Stres Kerja terhadap Kinerja Pegawai (Studi pada Bagian Kepegawaian dan Organisasi, Biro Umum, Kepegawaian dan Organisasi Kementerian Pariwisata RI). *Jurnal Fakultas Ekonomi Universitas Islam Attahiriyah*, 3(1), p. 7.

effect on employee performance (Y) because $t_{hitung} > t_{table}$ ($7,050 > 2,042$) means that H_0 is rejected, this shows that work stress has a positive effect on employee performance (Y) at PT Makassar Raya Motor (Daihatsu).

Motivation variable (X_1) and job stress (X_2) simultaneously have a significant effect on employee performance (Y) because $F_{hitung} > F_{table}$ where the value is ($57.398 > 3.30$), then H_0 is rejected, and H_a is accepted. This also implies the influence of the independent variable on the dependent variable.

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Conflict of Interest Statement:

The author declares that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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