

Effect of Leadership and Work Stress on Employee Performance at The Transportation Office of Cirebon Regency

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Abstract

This study aims to determine the effect of leadership and work stress partially or indirectly on employee performance at the Cirebon Regency Transportation Office. The population used in this study were employees of the Cirebon Regency Transportation Service. The sampling technique in this study used a sample of proportionate stratified random sampling totaling 60 respondents. Methods in collecting data using a questionnaire. Assumption test uses normality test and multicollinearity test. Regression test using multiple linear regression analysis. The coefficient of determination test is used to determine the percentage change in the dependent variable (Y) caused by the independent variable (X). Hypothesis testing using t and f tests. The results of this study conclude that (1) Leadership has a significant and positive effect on employee performance seen from the value of $t_{count} > t_{table}$, namely $3.481 > 1.671$. (2) Job stress has a significant and significant effect on employee performance seen from the value of $t_{count} > t_{table}$, which is $3.266 > 1.671$. (3) Leadership and work stress have a significant effect on employee performance as seen from the value of $F_{count} > F_{table}$, which is $8.008 > 3.16$. All research results either partially or simultaneously have sig values < 0.05 or $0.000 < 0.05$. (3) Leadership and work stress have a significant effect on employee performance as seen from the value of $F_{count} > F_{table}$, which is $8.008 > 3.16$. All research results either partially or simultaneously have sig values < 0.05 or $0.000 < 0.05$. (3) Leadership and work stress have a significant effect on employee performance as seen from the value of $F_{count} > F_{table}$, which is $8.008 > 3.16$. All research results either partially or simultaneously have sig values < 0.05 or $0.000 < 0.05$.

Keywords: Leadership, Job Stress, Performance.

1. Introduction

The Cirebon Regency Transportation Service (Dishub) has the task of carrying out transportation or transportation policy matters for the Cirebon Regency area, West Java. The function of the Department of Transportation is to formulate policies in the field of transportation within its working area, administering administration, including licensing of transportation transportation, evaluations and reports related to the field of transportation (Septian, 2018). Due to its strategic function in the field of transportation, the Transportation Agency also prepares Human Resources (HR) as early as possible with the fostered schools in the transportation sector, such as high schools for land transportation and others (Rahmi, 2012). For authority, the transportation agency has the authority to issue correspondence permits related to transportation and transportation such as transportation correspondence, public passenger transportation permits, goods transportation permits, rental transportation operating permits, and tourism transportation operating permits (Edison, 2017). The development of an increasingly advanced world triggers all countries to seek to increase their ability to have competitiveness and attractiveness, because if a country cannot keep up with the times and does not make changes towards progress, the country will sink and become a spectator in its own country. Human resources are the most important and most important asset to move the activities of government agencies in achieving goals and the ability of quality human resources is expected to support government agencies to the maximum by means of.

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2. Literature Review

In the agency, of course, there will be a leader to regulate the running of the company so that it runs according to and orderly so that employees experience increased and maximum performance.

2.1. Leadership Theory

Leadership as a process of influencing others to understand and agree with what needs to be done and how to do it effectively, as well as the process of facilitating individual and collective efforts to achieve common goals. In bringing about effective change and growth, leaders also need to foster good human relationships with their subordinates. Leadership is a habit, trait, character, temperament and characteristics that distinguish a leader from others (Ade, 2020).

2.2. Work Stress Theory

Job stress is defined as an internal or external response or process that reaches the level of physical and psychological tension to the limit or exceeds the subject's ability limit (Umam, 2018).

2.3. Employee Performance Theory

That performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not violating the law, and in accordance with morals and ethics (Sutrisno, 2015)

2.4. Research Hypothesis

Based on the picture above, the hypotheses of this research are:

- H1 : There is influence of Leadership (X1) on employee performance (Y).
- H2 : There is an effect of Work Stress (X2) on Employee Performance (Y).
- H3 : There is influence of Leadership (X1) and Work Stress (X2) together on employee performance (Y)

3. Methods

In research on the influence of leadership and work stress on performance using quantitative methods This type of research uses questionnaires, observations, interviews. The population at the District Transportation Office is 145, but only 60 civil servants (PNS) are used. Using the Saturated sample (Sugiyono, Quantitative, Qualitative, and Combination Research Methods (MIXED METHODS), 2018). The technique used in this study is a questionnaire. Sources of data in conducting this research are primary and secondary data sources. Multiple regression analysis is used by the author to determine the magnitude of the influence of several independent variables on the dependent variable. the coefficient of determination is used to measure how much influence the independent variables have on the dependent variable. The F test is used to measure the effect of simultaneous (together) variables X1, X2 on Y. Simultaneous test is known by using a comparison of F count > F table.

Then the research hypothesis is simultaneously accepted (significant) if $F_{count} < F_{table}$ then the partial research hypothesis is rejected (Not Significant) The T test is used to measure the partial effect (each) of the X variable on Y. The partial test is known by using a comparison of $t_{count} > t_{table}$, then the research hypothesis is partially accepted (significant) and if $t_{count} < t_{table}$, then the hypothesis the study was partially rejected (not significant). The type of research used in this study is associative research with quantitative research methods (Sugiyono, Quantitative, qualitative and r&d research methods, 2017), and In this case, the respondent is an employee at the Class II Cirebon Harbormaster and Port Authority (KSOP) Office as many as 66 Civil Servants (PNS) the research sample using the data collection method using a questionnaire. The collected data is then processed using the help of IBM SPSS 23 software (Ghozali, 2018) The instrument test uses a validity test, reliability test. Assumption test using normality test and multicollinearity test. Regression test using multiple linear regression analysis. The coefficient of determination test is used to determine the percentage change in the dependent variable (Y) caused by the independent variable (X). Hypothesis testing using t and F tests.

4. Result and Discussions

4.1. Research result

Table 1. Validity test

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
P1	35.72	7.868	.329	.293	.739
P2	35.57	6.928	.689	.569	.694
P3	35.92	6,823	.482	.412	.717
P4	35.90	6,532	.562	.389	.703
P5	35.87	7.236	.408	.382	.729
P6	35.80	8095	.275	.360	.758
P7	35.85	7.825	.269	.281	.747
P8	35.75	7.445	.463	.355	.723
P9	35.85	7.350	.350	.435	.738
P10	35.83	7.023	.416	.274	.729

Leadership is valid because r count > from r table (r table = 0.2542)

Table 2. Validity test Job stress

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
P1	17.68	4.796	.436	.278	.712
P2	17.65	5.384	.437	.275	.702
P3	17.57	5.063	.486	.266	.688
P4	17.58	5.061	.547	.367	.670
P5	17.62	5,223	.490	.343	.687
P6	16.98	5.949	.464	.241	.704

Work stress is valid because r count > from r table (r table = 0.2542).

Table 3. test the validity of employee performance

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
P1	29.08	4.993	.342	.426	.707
P2	28.90	4.736	.477	.472	.679
P3	28.88	4.613	.567	.435	.661
P4	28.80	4.773	.380	.296	.701
P5	28.98	4,830	.444	.426	.686
P6	28.87	5.101	.395	.531	.697
P7	28.73	4.707	.477	.482	.679
P8	28.63	5,219	.270	.280	.728

Employee performance is valid because r count > from r table (r table = 0.2542).

Table 4. Normality test
One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			60
Normal Parameters, ^b	mean		.0000000
	Std. Deviation		2.18548311
Most Extreme Differences	Absolute		.085
	Positive		.085
	negative		-.072
Test Statistics			.085
asympt. Sig. (2-tailed)			.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

The Kolmogorov-Smirnov test is seen from the Asym value. Sig (2-tailed) of 0.200 > 0.05, which means the data is normally distributed.

Table 5. Multicollinearity test

		Coefficients^a			t	Sig.	Collinearity Statistics	
Model		Unstandardized Coefficients	Standardize d Coefficients	Beta			Tolerance	VIF
		B	Std. Error					
1	(Constant)	18,465	3.916		4.716	.000		
	Leadership	.243	.113	.292	2.162	.035	.752	1.330
	Work stress	.230	.125	.249	1,844	.070	.752	1.330

a. Dependent Variable:Employee Performance

The dependent variable is seen for the two independent variables, the independent variable has a Tolerance value of 0.752 > 0.100 and a VIF value of 1.330 < 10.

Table 6. Test the coefficient of determination

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.468a	.219	.192	2.223

a. Predictors: (Constant), Job Stress, Leadership

b. Dependent Variable:Employee Performance

That the coefficient of determination test can be seen and the Adjusted R Square value is 0.192.

Table 7. Leadership T-Test

		Coefficients^a			t	Sig.
Model		Unstandardized Coefficients	Standardized Coefficients	Beta		
		B	Std. Error			
1	(Constant)	19,181	3.976		4.824	.000
	Leadership	.347	.100	.416	3.481	.001

a. Dependent Variable:Employee Performance

p-value significance of $0.001 < 0.05$ and the value of $t_{count} > t_{table}$ that is equal to $3.481 > 1.671$

Table 8. Work Stress T Test.

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	25,331	2,362		.000
	Work stress	.364	.111	.394	.002

a. Dependent Variable:Employee Performance

The significance *p*-value is $0.002 < 0.05$ and the $t_{count} > t_{table}$ is $3.266 > 1.671$.

Table 9. F test (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	79.179	2	39,590	8.008	.001b
	Residual	281,804	57	4.944		
	Total	360,983	59			

a. Dependent Variable:Employee Performance

b. Predictors: (Constant), Job Stress, Leadership

4.2. Discussion

4.2.1. Leadership on employee performance

Based on the results of testing the first hypothesis, it was found that leadership had a significant and positive effect on employee performance at the Cirebon district transportation office. This can be proven by the *p*-value (sig) < 0.05 , which is $0.001 < 0.05$ and the $t_{count} > t_{table}$ which is $3.481 > 1.671$ then H_0 is rejected and H_a is accepted. The results of this study are in line with the research conducted (Handoko & Rambe, 2018) which states that leadership has a positive effect on employee performance at PT. Han Ul Jaya Garment. Next, The research by (Iskamto et al., 2021) the leadership variable has a significant and positive relationship to employee performance.

4.2.2. Work stress on employee performance

Based on the results of testing the second hypothesis, the results obtained which state that work stress can be proven by the *p*-value (sig) < 0.05 , namely $0.002 < 0.05$ and the $t_{count} > t_{table}$ which is $3.266 > 1.671$, then H_0 is rejected. and H_a is accepted. The results of this study are in line with the research conducted (Saifunurmazah, D., & Solovida, 2018) which states that work stress has a positive effect on employee performance at Bank Mandiri Syariah Makassar Branch Office. Next, The research by (Mukhtar et al., 2018) work stress positive and significant effect on employee performance too.

4.2.3. Leadership and work stress on employee performance

Based on the results of testing the third hypothesis, the results obtained which state that leadership and work stress together have a significant and positive effect on employee performance at the Cirebon district transportation office. This can be proven by the value of *p*-value (sig) < 0.05 , namely $0.001 < 0.05$ and the value of $F_{count} > F_{table}$ which is $8.008 > 3.16$, then H_0 is rejected and H_a is accepted. The results of this study are in line with research conducted (Septian, 2018) which states that leadership and work stress together have a positive effect on the performance of employees of the KLAS IIB State Detention Center in the Banten area. Next, the research by (Diansyah, 2016) leadership style and job stress significant effect on employee performance Jember District Health Office.

5. Conclusions

Leadership is influential and significant on employee performance. Work stress has a significant and significant effect on employee performance. Leadership and work stress together have a significant effect on employee performance. Companies are expected to create better competencies and pay more attention to work motivation because these factors can affect employee performance.

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