The Influence of Work Stress and Compensation Toward Employee Performance at PT Sarana Agro Nusantara Unit Dumai

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Abstract

The research was conducted on September 2019 to find out how and how much influence work stress and compensation has on the performance of employees of PT Sarana Agro Nusantara Unit Dumai both simultaneously and partially. The number of samples used in this study amounted to 53 respondents using the saturated sample method. Data collection was carried out through a questionnaire. The methods used to process and analyze data are descriptive statistics, classic assumption tests, correlation tests and multiple linear regression. The results of this study indicate that: (1) Work stress partially has a negative and significant effect on employee performance with an influence of 4,28%. (2) Compensation partially has a positive and significant effect on employee performance with an influence of 40,83%. (3) That simultaneous work stress and compensation have positive and significant effect on employee performance with an influence of 47,2% while the remaining 52,8% is influenced by other independent variables. (4) The relationship of work stress, compensation and employee performance is that if high compensation is given, work stress will decrease so that employee performance increases. Whereas if the provision of compensation is low then the stress of work will increase so that employee performance decreases.

Keywords: Work Stress, Compensation, Employee Performance.

1.   INTRODUCTION

Confront the current era of globalization companies must have the right strategy regarding the company's business activities. One strategy that must be considered is the strategy in the utilization and control of the company's HR (Human Resources). Human Resources owned by a company that wants to compete globally must have international competence. In addition, businesses also need to pay attention to improving the quality of human resources owned by the company.

This shows that companies can't be separated from the role of human labor that must be considered all their needs. Employees who have good performance can help the company in achieving the goals set by the company. To get good employee performance, companies must pay attention to factors that influence to improve employee performance. One of them is by reducing work stress and providing fair compensation to improve the quality of employee performance.

According to Widyasuti and Rahardja (2018) in the research, in a job, sometimes a person experiences an unclear role in his job, which can cause a person to feel depressed. Job demands and pressure from superiors to finish work in a short time can also cause a person to feel that his job has a heavy burden which eventually creates a separate inner conflict.

According to Handoko (2008: 200) in Widyasuti and Rahardja research (2018), stress is a condition of tension that affects one's emotions, thought processes and conditions. That is, stress is also considered as a tense situation that occurs in a person as a result of his thought process for a situation. Stress that is left just like that will make employees become depressed, not motivated, and frustrated causing employees to work not optimal so that their performance will be disrupted. Therefore the need for special attention or handling from the company to reduce work stress so that employee performance is better so that it can help the company make a profit.

In addition to work stress, compensation is also a way for the company to have employees take responsibility for the company. According to Hasibuan (2017), the amount of compensation paid to each employee must be adjusted to work performance, type of work, job risk, responsibilities, position of workers, and meet internal consistency requirements. The principle of fairness must also be the basis in the assessment, treatment, and giving of gifts or punishment to each employee. Thus, a good atmosphere of cooperation can be created, morale, discipline, loyalty, and stability of employees in the company will be better. Sufficient compensation will be able to increase employee motivation which in turn will affect employee performance improvement.

PT Sarana Agro Nusantara Unit Dumai is one of the business services of transportation management (UJTP) / Freight Forwarding which has facilities and services including: storage tanks for palm oil and its derivatives 15 (fifteen) units, offices, warehouses, scales, workshops steam boilers, installation rooms, pumps, power plants, pipelines and others. With so many facilities managed by the PT SAN company, there are also many human resources needed by the company. Human resources are assets that can increase company success. The ability of human resources is the main key to be able to face competition in the era of globalization, this ability is often called competitive advantage. Therefore, the writer chooses the object of this research for the employees of PT Sarana Agro Nusantara Unit Dumai located at Jl. Datuk Laksamana, Dumai Riau. Based on the background explanation above, the research takes the title "The Influence of Work Stress and Compensation toward Employee Performance at PT Sarana Agro Nusantara Unit Dumai".

2. LITERATURE REVIEW
2.1 Related Study

The are some latest research, conducted by Budiarti and Setiawan (2018) about "Quality Analysis of Work Life and Job Stress in Effect on The Performance of Employees". The results of the research are "The quality of life of work life has a significant relationship to work performance, and Job Stress has a significant relationship to work performance, and the quality of work life and Job Stress as a significant effect on work performance".

The second research is a study conducted by Rustilah (2018), about "Analysis of the Effect of Job Stress, Compensation, and Employee Engagement on Employee Performance (Study of PDAM Tirta Moedal Employees Semarang City)". The results of the study show that: (1) work stress had a negative and significant effect on employee performance; (2) compensation has a positive and unsignificant effect on employee performance; and (3) employee engagement has a positive and significant effect on employee performance.

The third study was a study conducted by Fathussyaadah and Ratnasari (2019) about "The Effect of Work Stress and Compensation on Employee Performance at the Sukabumi Branch of Mandiri Syariah Business Cooperation". The results of this study indicate there is a strong relationship between work stress (X1) and Compensation (X2) with the performance of employees at the Sukabumi Sya'riah Independent Business Cooperative Cooperative with a correlation coefficient or r = 0,765, based on the significance test, meaning that this correlation value between 0,60 - 0,799, the nature of the relationship (+) is positive, meaning that if work stress decreases, employee performance will increase. Conversely, if compensation increases, the performance of employees in the Sukabumi Branch of the Sya'riah Mandiri Business Cooperative will increase as well. While the magnitude of the influence of work stress (X1) and compensation (X2) on employee performance (Y) in the Sukabumi Branch of the Independent Business Cooperation Sya'riah by 58.5% while the remaining 41.5% is influenced by other independent variables outside of work stress and compensation.

2.2   Literature Review
Work Stress
Siagian (2016: 300) states that stress is a condition of tension that affects one's emotions, thoughts and physical condition. Stress that is not handled properly usually results in the inability of a person to interact positively with their environment, both in the sense of the work environment and beyond.

According to French, Roger and Cobb in Wijono (2018: 133), they define work stress a misfit in term of person's needs supplied by the job misfit in term of person's needs supplied by the job environment. According to Stephen P. Robbins in the research of Rini et al. (2018: 83), stress is a dynamic condition in which individuals face opportunities, constraints, or demands related to what they really want and the results are perceived as uncertain but important.

Indicator of Work Stress
In this study the indicator used is an indicator of work stress proposed by Stephen. P. Robbins in Rini et al. (2018: 83), there are five indicators that can cause work stress, namely:
1. Job demands.
2. Role demands.
3. Interpersonal demands.
4. Organizational structure.
5. Organizational leadership

Compensation
According to Edison et al. (2016: 154), compensation is something that is received by employees for the services they contribute to their workers. They contribute what they think is valuable, both the energy and the knowledge they have. According to Masram and Mu'ah (2017: 38), compensation is anything that employees receive as compensation for their work. Compensation is also one of the most effective ways for the personnel department to improve work performance, motivation and job satisfaction.

Hasibuan (2017: 118), states that compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company. Andrew F. Sikula in Hasibuan (2017: 119), states that compentation is anything that constitutes or is regarded as equivalent or recompense.

Indicator of Compensation
According to Simamora (2014) in Nurhasanah and Sumardi (2018), that financial compensation can be measured by the following indicators:
1. Salary, which is a remuneration for company performance of employees who are generally given at the end or beginning of the month.
2. Incentives, i.e. additional compensation beyond the salary / wages provided to motivate employees to perform better. Incentives are adjusted based on productivity, sales and profits, for example in the form of commissions and bonuses.
3. Allowances, i.e. additional income beyond the salary received by employees as assistance, for example health and life insurance, holidays borne by the company and retirement programs.
4. Facilities, which are facilities that facilitate the implementation of work, for example company car facilities.

Employee Performance
The term performance comes from the word job performance or actual performance (work performance or actual achievement achieved by someone). According to Mahram and Mu'ah (2017: 138), performance is the result of quality and quantity of work achieved by an employee in carrying out their functions in accordance with the responsibilities given to him.

According to Edison et al. (2016), performance is the result of a process that refers and is measured over a certain period of time based on predetermined provisions or agreements.

According to Edison et al. (2016), performance is the result of a process that refers and is measured over a certain period of time based on predetermined provisions or agreements. According to Mangkunagara (2002) in Mahram and Mu'ah (2017: 138), performance is the result of work both in quality and quantity achieved by someone in carrying out tasks according to the responsibilities given. Indrasari (2017: 50), states that performance is a set of results achieved and refers to the act of achieving and carrying out the requested work.

Indicator of Employee Performance

According to Edison et al. (2016: 195), states there are four dimensions of performance benchmarks consisting of:

1. Target, Quality, is an important element because the quality produced is a strength in maintaining customer loyalty.
2. Time of completion, timely completion makes certainty of distribution and submission of work to be certain. This is the capital to create customer trust.
3. Obey the principle. Not only must it meet targets, quality and on time but it must also be done in a way that is correct, transparent and accountable.

3.   RESEARCH METHOD

The research is asosiative type using quantitative data. The research location is a place or region where the research will be conducted. The research conducted by the author takes place at PT Sarana Agro Nusantara Unit Dumai located at Jl. Datuk Laksamana Dumai, Riau Indonesia and conducted on September 2019. This research population is all employees of PT SAN Unit Dumai with a total of 53 people. In this study using saturated sampling (census) because the population is small (limited) so it is not possible to use samples. Therefore the researchers took the same number of samples as the total population, as many as 53 samples.

Data collection methods in this study used a questionnaire (questionnaire). Data analysis method used in this research include: descriptive statistical, classical ssumption (normality, heteroscedasticity, and multicollinearity test), correlation analysis, regression analysis, determinant coefficient (R^2), partial regression test (t test), simultaneous regression test (F Test) and determinant coefesien (R). The hypotheses in this study are :

H1   : Job stress has a negative and significant effect on employee performance at PT Sarana Agro Nusantara Unit Dumai.

H2   : Compensation has a positive and significant effect on performance employees of PT Sarana Agro Nusantara Unit Dumai.

H3   : Job stress and compensation have a positive effect on performance employee at PT Sarana Agro Nusantara Unit Dumai.

4.   RESULT AND DISCUSION
4.1   Caracteristic Respondent

The respondent's data were obtained based on the characteristics of the respondents who want to be known in conducting this research by gender as shown in the table 1:

Table 1. Number and Percentage of Respondents by Gender

No.	Gender Characteristics	Amount	Percentage
1.	Laki-laki	49	92,45%
2.	Perempuan	4	7,55%
	Total	53	100%

Source: Processed data 2020

Based on table it can be seen that the total respondents were 53 people, the majority of respondents in this study were 49 people with a percentage of 92,45%, and the minority were 4

women with a percentage of 7,55%. Futhermore, table 2 shows the characteristics of respondents based on job titles are as follows:

Table 2. Number and Percentage of Respondents by Occupation

No.	Job Position Characteristics	Amount	Percentage
1.	Employee Leader	6	11,32%
2.	Admin Operations	3	5,66%
3.	Scales section	2	3,77%
4.	Genset / Boiler Operations	18	33,96%
5.	Field of Operations	3	5,66%
6.	Field of General / ISO 9001	9	16,98%
7.	Finance Sector	4	7,55%
8.	Engineering Field	3	5,66%
9.	Laboratory Division	5	9,43%
	Total	53	100%

Source: Processed data 2020

Based on table above, it can be seen that the most total respondents are with long time working for 43,40%, which is 5-10 years, the second is more than 10 years, as much as 32,08%, the third is 2-5 years as much as 20,75 %, and fourth with a percentage of 32,08%, which is under 2 years. Furthermore, data is obtained based on age as shown in Table 3:

Table 3. Number and Percentage of Respondents by Age

No.	Age	Amount	Percentage
1.	20 – 29	5	9,43%
2.	30 – 39	10	18,87%
3.	40 – 49	24	45,28%
4.	> 50	14	26,42%
	Total	53	100%

Source: Processed data 2020

Based on table above, it can be seen that the most respondents are aged 40-49 years with a percentage of 45,28%. The second place is > 50 years with a percentage of 26,42%, then the third place is 30-39 years with a percentage of 18,87%, the last is age less than 20-29 years with a percentage of 9,43%. Furthermore, data is obtained based on on their years of service as shown in Table 3:

Table 4. Number and Percentage of Respondents by Period / Length of Work

No.	Job Position Characteristics	Amount	Percentage
1.	< 2	2	3,77%
2.	2 – 5	11	20,75%
3.	5 – 10	23	43,40%
4.	> 10	17	32,08%
	Total	53	100%

Source: Processed data 2020

Based on table 4.5 above, it can be seen that the most total respondents are with long time working for 43,40%, which is 5-10 years, the second is more than 10 years, as much as 32,08%, the third is 2-5 years as much as 20,75 %, and fourth with a percentage of 32,08% which is under 2 years.

4.2   Validity and Relibility Test

Validity test is done to find out whether each indicator's statement is valid or not. The reliability test is intended to measure a questionnaire which is an indicator of the variable.The following is a table of validity and realibility test results:

Tabel 5. Validity Test Result

Variabel	Indicator	Validity Test Result	Explanation

		r_{hitung}	r_{tabel}	
	X1.1	0,66	0,27	Valid
	X1.2	0,65	0,27	Valid
Work Stress	X1.3	0,68	0,27	Valid
	X1.4	0,49	0,27	Valid
	X1.5	0,67	0,27	Valid
	X2.1	0,60	0,27	Valid
Compensation	X2.2	0,73	0,27	Valid
	X2.3	0,82	0,27	Valid
	X2.4	0,70	0,27	Valid
	Y.1	0,65	0,27	Valid
Employee Performance	Y.2	0,77	0,27	Valid
	Y.3	0,84	0,27	Valid
	Y.4	0,75	0,27	Valid

Source: 2020th Primary Processed Data

From the output data above, it can be concluded that the correlation of all statements shows $r_{count} > r_{table}$ (0,27). This shows that all statements of each variable are valid and suitable for use in research.

Tabel 6. Reliability Test Result

Variabel	Cronbach's Alpha	N of Item	Information
Work Stress (X1)	0,631	5	Reliable
Compensation (X2)	0,710	4	Reliable
Employee Performance (Y)	0,749	4	Reliable

Source: 2020th Primary Processed Data

Based on table 4.2 above, the Cronbach Alpha value for all variables is greater than 0,60. Where this is indicated by the value of Cronbach's Alpha on the work stress variable (X1) of 0,631, the compensation variable (X2) of 0,710, and employee performance (Y) of 0,749.

4.3 Classical Assumption Test

The following is a classical assumption namely reliability, heteroscedasticity, and multicollinearity test using SPSS:

Tabel 7. Reliability Test Result

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		53
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,09200826
Most Extreme Differences	Absolute	,073
	Positive	,062
	Negative	-,073
Test Statistic		,073
Asymp. Sig. (2-tailed)		,200[c,d]

Source: 2020th Primary Processed Data

Based on the table above can be seen from the Kolmgorov-Smirnov output Test Asymp value. Sig. (2-tailled) indicates the 0,2 figure is above > 0,05).

Table 8. Hesteroscedasticity Test Result

Coefficients[a]					
	Unstandardized Coefficients		Stdr. Coefficients		
Model	B	Std. Error	Beta	T	Sig.
(Constant)	,839	1,261		,665	,509
Work Stress	,003	,040	,009	,064	,950
Compensation	,000	,065	,000	-,003	,998
a. Dependent Variable: RES2					

Source: 2020th Primary Processed Data

In table 4.5 above shows that for the independent variable work stress is significant 0,950 > 0,05 and the independent variable compensation is significant 0,998 > 0,05.

Table 9. Multicollinearity Test Result

	Coefficients[a]							
	Unstandardized Coefficients		Stdr. Coefficients				Collinearity Statistics	
Model	B	Std. Error	Beta	T	Sig.	Tolerance	VIF
(Constant)	7,87	2,14		3,67	,001		
Work Stress	-,169	,069	-,253	-2,45	,018	,99	1,005
Compensation	,700	,110	,657	6,381	,000	,99	1,005
a. Dependent Variable: Kinerja Karyawan							

Source: 2020th Primary Processed Data

Based on the multicollinearity test result that all independent variables have a tolerance value of 0,995, greater than 0,10. Then the value of Variance Inflation Factor (VIF) of the two variables (X1) and (X2) is the same that is 1,005 smaller than 10,00.

4.4 Analysis of Multiple Linear Regression

Below are the results of testing the data using multiple linear regression with the help of the SPSS version 22 program:

Tabel 10. Result of Multiple Regression Test

	Coefficients[a]				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
(Constant)	7,877	2,145		3,672	,001
Work Stress	-,169	,069	-,253	-2,455	,018
Compensation	,700	,110	,657	6,381	,000
a. Dependent Variable: Kinerja Karyawan					

Source: 2020th Primary Processed Data

Based on table 4.10 above, the multiple linear regression model is obtained as follows:

$$Y = 7,877 – 0,169 (X1) + 0,700 (X2) + e \qquad (1)$$

Explanation:
Y   = Employee Performance
X1   = Work Stress
X2   = Compensation
e   = Error

From the multiple linear regression equation above, it can be concluded as follows:
1. A constant value of 7,877 means that if the variable of work stress and compensation shows a value of 0, then the employee's performance has a value of 7,877.
2. The coefficient of work stress variable is worth –0,169. This states that each addition of work stress variables by 1 (one) level will reduce employee performance variables by 0,169.
3. The coefficient of compensation variable of 0,700 states that each addition of the compensation variable of 1 (one) level will increase employee performance by 0,700.

4.5 Determination Coefficient (R Square)

Thus, the results of the calculation of the magnitude of the effect of the coefficient of determination partially or simultaneously can be seen in the following table:

Table 11. R Square Output Results

No.	Partial and simultaneous influence	R Score	Determination Coefficient Value (R square)
1.	Effect of job stress on employee performance	-0,207	4,28%
2.	Effect of compensation on employee performance	0,639	40,83%
3.	Influence of work stress and compensation on employee performance	0,687	47,2%

Source: 2020th Primary Processed Data

Based on the results of table 4.8 above, it can be concluded the magnitude of the coefficient of determination (R Square) is as follows:
1. Work stress variable partially affect the employee performance variable by 4,28%.
2. Compensation variable partially affect the employee performance variable by 40,83%.
3. Work stress and compensation variables simultaneously influences the employee performance variable by 47,2%. While the remaining 52,8% is influenced by other variables outside the regression equation or variables not examined.

4.6 Partial Test (t Test)

The results of the t test statistics in this study can be seen in the following table:

Tabel 12. Result of t Test

N	Variabel	t count	Sig	t tabel	α = 0,05 (satu sisi)
53	Work Stress	-2,455	0,018	2,0085	0,05
53	Compensation	6,381	0,000	2,0085	0,05

Source: 2020th Primary Processed Data

Based on the coefficients table above to find out the magnitude of the effect of each independent variable partially (individually), the regression equation can be obtained as follows:
1. Effect of Job Stress on Employee Performance

Based on the partial test (t-test) on the variable X1, work stress has a value of -2,591 > ttable 2,00856 and sig. 0,018 < α = 0,05. Because the significant probability is smaller than 0,05 then Ho is rejected and Ha is accepted. So it can be concluded that work stress has a negative and significant effect on employee performance.

The results of this study are consistent with research conducted by Widyastuti and Rahardja (2018), about "Analysis of the Effect of Job Stress, Compensation, and Employee Engagement on Employee Performance (Study of PDAM Tirta Moedal Employees in Semarang City)" the results of the study stated that stress work has a negative and significant effect on employee performance. Where work stress is one of the conditions of tension that affects emotions, thought processes, and conditions of a worker.

Thus if work stress experienced by employees is high, it will reduce employee performance. Vice versa, if work stress experienced by employees is low it will trigger high employee performance. The results of the research on the employees of PT Sarana Agro Nusantara Unit Dumai have a low level of work stress that triggers employees to work well.

2. Effects of Compensation on Employee Performance

Based on the partial test (t-test) on the compensation variable has a t_{count} of 6,381 > t_{table} 2,00856 and sig. 0,000 < α = 0,05. Because the significant probability is smaller than 0,05 then Ho is rejected and Ha is accepted. So it can be concluded that compensation has a positive and significant effect on employee performance.

The results of this study are consistent with research conducted by Widyastuti and Rahardja (2018), about "Analysis of the Effect of Job Stress, Compensation, and Employee Engagement on Employee Performance (Study of PDAM Tirta Moedal Employees in Semarang City)" and research conducted by Rustilah (2018) about "The Effect of Leadership Style and Compensation on Job Satisfaction and Performance of Contract Employees". The results of the study stated that compensation had a positive and significant effect on employee performance. Where compensation is defined as everything that is received by employees as compensation for their work.

Thus the compensation given by the company to its employees must be able to improve employee performance. Where it is stated that the better the compensation provided by the company in the form of direct or indirect compensation, the higher the level of employee performance against the company.

Therefore giving fair and good compensation is very important in the company. So in this study, it can be stated that the compensation provided will both encourage the performance of the employees themselves.

4.7 Simultaneous Test (F Test)

The results of the simultaneous regression test in this study are as follows:

Tabel 13. Result of F Test

ANOVA[a]					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	55,538	2	27,769	22,391	,000[b]
Residual	62,009	50	1,240		
Total	117,547	52			

Source: 2020th Primary Processed Data

Based on the results of the F test in this study has a value of F_{count} 22,391 > F_{table} 2,79 with sig. 0,000 < α = 0,05. Because the significant probability is smaller than 0,05 then Ho is rejected and Ha is accepted. So it can be concluded that work stress and compensation have a positive and significant effect together or simultaneously on employee performance.

The results of this study are consistent with research conducted by research conducted by Fathussyaadah and Ratnasari (2019) about "The Effect of Work Stress and Compensation on Employee Performance at the Syariah Syariah Business Cooperative in Sukabumi Branch". The results of this study indicate that work stress and compensation have a positive and significant effect together or silmutan on employee performance.

This research is also supported by the theory according to Siswanto (2015: 142) in the research of Fathussyaadah and Ratnasari (2019), namely that work stress and compensation will have an impact on the performance of each employee if work stress is low and in conjunction with the provision of appropriate compensation, employee performance will be more good and the results achieved by the company will increase.

From these results it can be explained that work stress and compensation affect employee performance, the company needs to reduce employee work stress and provide fair compensation in the hope that employee performance can increase.

5. CONCLUSION AND SUGESTION

5.1 Conclusion

Work stress partially has a negative and significant effect on employee performance with an influencet of 4,28%. Compensation partially has a positive and significant effect on employee performance with an influence of 40,83%. That simultaneous work stress and compensation have positive and significant effect on employee performance with an influence of 47,2% while the remaining 52,8% is influenced by other independent variables outside of work stress and compensation. The relationship of work stress, compensation and employee performance variables is that if high compensation is given, work stress will decrease so that employee performance increases. Whereas if the provision of compensation is low then the stress of work will increase so that employee performance decreases.

5.2 Sugestion

For further researchers are expected to conduct more extensive research on employee performance. It is better for future researchers to examine other variables such as work motivation, work conflict, job satisfaction, work environment or other variables that affect employee performance.

For the company PT SAN Unit Dumai this research is expected to provide important benefits and information. The company should continue to improve the quality of good leadership, a conducive and comfortable work environment, workload that is not excessive in order to create good performance so that employees avoid work stress. Because the results of

this study indicate that compensation provides the highest influence on employee performance, the company is expected to always provide appropriate and fair wages to employees, provide adequate facilities in the office, provide incentives and benefits to encourage employees to be able to provide potential best for the company.

The limination of the study, this research is a case study so that the research results obtained only apply to PT Sarana Agro Nusantara Unit Dumai. Then the number of employees at PT Sarana Agro Nusantara Unit Dumai is relatively small considering that PT Sarana Agro Nusantara is a branch company. So this research cannot be used as a complete reflection for other companies whose scope is greater.

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