

Analysis Of The Effect Of Work Stress, Motivation And Organizational Culture On The Performance Of Employees Of The Food, Horticultural And Plantation Office Of West Sumatra Province

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ABSTRACT

Performance management is an overall activity carried out to improve the performance of the company or organization, including the performance of each individual and working group in that agency. In order for a clean, authoritative, and transparent government (good governance) to be realized of course, there must be a quality government apparatus that is able to apply an approach of efficiency and effectiveness in every implementation of its basic duties and functions. So the government must build its apparatus continuously in a directional, transparent manner to improve performance in government organizations. The study was conducted at the Department of Food Crops, Horticulture and Plantation of West Sumatra Province using a sample of 61 employees with sample selection. Data is analyzed with multiple linear regression analysis techniques.

Data processing data turns out that work stress has a positive and significant effect on employee performance, work motivation has a positive and significant effect on employee performance, the culture of the organization has a positive but insignificant effect on employee performance in the Food, Horticultural and Plantation Office of West Sumatra Province. It can be concluded that the work stress experienced by employees can improve performance but in low and moderate levels, in addition the higher the motivation of the work and, the culture of the employee organization, the performance will also increase.

Keywords: work stress, work motivation, organizational culture, employee performance

1. INTRODUCTION

In order for a clean, authoritative, and transparent government (good governance) can be realized of course there must be a quality government apparatus figure that is able to apply shortness of efficiency and effectiveness in every implementation of its basic duties and functions. So the government must build its apparatus continuously in a directional, transparent manner to improve performance in government organizations.

The development of horticultural food crops and plantations as part of national development is a sustainable and environmentally minded development that aims to improve production results and quality, develop effective and efficient professional businesses and be able to compete in the free market, both domestically and abroad so as to contribute to the regional economy. Various agricultural businesses of food crops and horticulture both in terms of production, processing and marketing have great potential as a source of acceleration of regional economic growth.

Based on Government Regulation number 18 of 2016 on Regional Devices, regional devices are set in 3 (three) types namely Type A, B or C, based on the calculation of the number of common variables and technical variabel. In accordance with the results of the assessment, the Horticultural Food And Plantation Office of West Sumatra Province received a type B classification consisting of 3 fields and 1 secretariat from the original 7 fields in the Plantation Office and 6 fields in the Food and Horticultural Plant Office.

The above led to the elimination of many areas such as the Plantation Office from 7 fields to only 1 plantation field. Then in the Horticultra Food Plant Office there are 2 missing areas namely the Field of

Marketing processing results and horticultural fields. The merger certainly led to the initial build-up of workload in many areas into only 3 fields and 1 secretariat.

Related issues mentioned above will be displayed below table of results from the physical and financial realization of the Food, Horticultural and Plantation Office of West Sumatra Province as follows:

Table 1
Realization of State Budget Activities 2017 and 2019 Department of Horticultural Food Crops and Plantations of West Sumatra Province

Number	Fiscal Year	Ceiling	Target		Realization		Description
		IDR	IDR	%	IDR	%	
1	2017	215.832.414.000	215.832.414.000	100	194.412.048.878	90,08	REAL until Dec.
2	2018	168.763.289.000	168.763.289.000	100	141.865.696.821	84,00	
3	2019	106.039.912.000	84.831.920.600	80	61.822.398.232	58,30	REAL until Sept.

From table 1, there is a realization of the burden budget in achieving the target, one of the performance benchmarks on the management of activities in the Horticultural Food And Plantation Office of West Sumatra Province through a series of activity budgets that do not comply with the targets that have been implemented by the Food Crops, Horticulture and Plantations office. It should have reached 80% for the third quarter, but the realization looks still low.

2. LIBRARY

2.1. Employee Performance (Y)

According to Rosemary Harrison (2003) performance is the result of an organization being profit oriented or non oriented within a certain time. Miner, J. (2008) explains the performance of work achievement that has correlation for strategic organizational goals, consumer satisfaction, and contribution.

2.2. Work Stress (X₁)

Work Stress is the factors that cause stress. The cause of work stress is not only caused by one causative factor, but stress can occur due to the merging of several causes at once which are: Excessive workload, Pressure or time insistence, Poor quality of supervision, Unsafe political climate, Feedback on the implementation of inadequate work, Insufficient authority to carry out the responsibilities of the Ministry of Justice roles, Conflicts between personal and inter-group, Differences between company and employee values, Various forms of change (Fumaz et al., 2012).

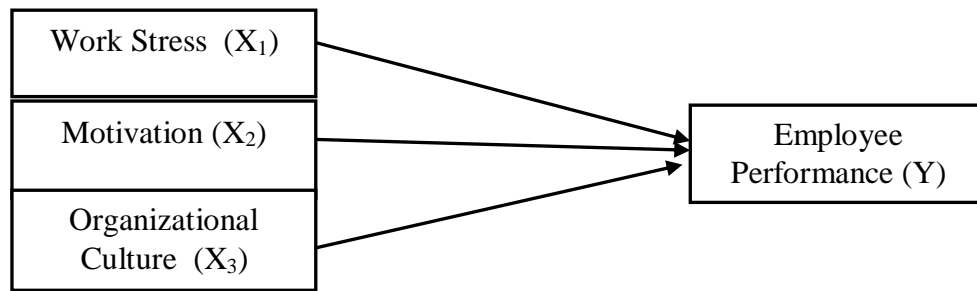
2.3. Work Motivation (X₂)

According to Darwish A. Yousef, (2000), motivation is the process of influencing or pushing from the outside against a person or group of workers so that they want to carry out something that has been set. Another opinion of Gibson, etc, (2006), motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals. In line with Gibson, etc, (2006), according to Ivancevich and John M. (2007), motivation is what causes, distributes, and supports human behavior in order to work diligently and enthusiastically achieve optimal results.

2.4. Organizational Culture (X₃)

Robbins (2008), the culture of the organization is a system of distinguishing between organizations and the members that are embraced. That is a set of characteristics that an organization appreciates, relating to how employees perceive it. The organizational culture of a system of beliefs, values and norms within the organization developed as a result of the attitudes of its members in addressing internal and external adjustment issues. Schein (2010) said the group's culture is a pattern with assumptions such as solving the problem of outside integration adaptation, new members are taught how to feel, think, and feel related to the problem.

Conceptual Research Framework



Research Conceptual Framework Chart

The image above shows that this study shows how much impact Work stress (X₁), Motivation (X₂) and Organizational Culture (X₃) have on it (Y).

3. DATA ANALYSIS AND DISCUSSION

The population in the study was all employees of the Food, Horticultural and Plantation Office of West Sumatra Province which is 156 people. The analysis method uses multiple linear regressions with SPSS. The results of the multiple linear regression tests are shown in Table 2 below:

Table 2
Multiple linear regression test results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19.916	5.139		3.876	0
Work Stress	-0.127	0.114	0.146	-1.115	0.04
Work Motivation	0.305	0.187	0.213	1.631	0.009
Organizational	0.062	0.182	0.045	0.343	0.733

a. Dependent Variable: kinerja pegawai

Source : primary data processed,2019

Based on the partial test table above it can be known that varibael stress has a negative and significant influence on dependent variables i.e. performance due to a value of 0.040, means the significance of < 0.05. motivational variables also have a significant influence on performance because the value of 0.009 because it has a significant value of 0.009 < 0.05. While the cultural variable of the organization does not have a significant influence on performance, because it amounts to 0.733 where the significant value is 0.733 > 0.05. Then the determination test is performed) shown in the following Table 3:

Table 3
Determination Test Results (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.253 ^a	.642	.150	3.93621

a. Predictors: (Constant), organizational culture, work motivation, work stress

Source : primary data processed,2019

Based on Table 3 above, the Adjusted R Square value is 0.150. In other words all independent variables (work stress, work motivation and organizational culture) affected dependent variables (performance) by 15%, while the remaining 85% were influenced by other factors not proposed in this study.

4. CONCLUSION

Based on the results of research and discussion, the following conclusions can be submitted:

1. Work stress negatively and significantly affects the performance of employees in the Food, Horticultural and Plantation Office of West Sumatra Province. Which shows that the work stress experienced by employees during their time in the job is faced in line with the decrease in performance.
2. The motivation of the work has a positive and significant effect on the performance of employees in the Food, Horticultural and Plantation Office of West Sumatra Province. The significant contribution given motivation to performance, the more significant influence it has on the better meaning and the increased motivation of the work given to employees, the more performance the employee will increase the lower the motivation given to the employee then the lower the resulting performance.

The culture of the organization has a positive but insignificant effect on the performance of employees in the Food, Horticultural and Plantation Office of West Sumatra Province. This means that whatever organizational culture is preserved by the Food, Horticultural and Plantation Office of West Sumatra Province will not reduce the performance of employees.

5. ADVICE

The results of this study are expected to influence and contribute to the Department of Food Crops, Horticulture and Plantation of West Sumatra Province in order to improve employee performance and also advance existing human resources. In order to maintain employee welfare, motivation and also organizational culture.

The advice to the Department of Food Crops, Horticulture and Plantation of West Sumatra Province is as follows:

1. Further improving the cultural condition of the organization by cultured activities that accentuate togetherness.
2. To pay more attention to the factors that cause the stress of the employee's work and reduce the impact of stress and can give rise to the motivation of work needed to support good performance in the organization in the future.
3. For the next researcher who wants to conduct a similar study in order to expand the results of this study by attached research objects to other organizations with different types of businesses. Can add indented variables in addition to the variables examined in this study.

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