

THE INFLUENCE OF WORK PRESSURE ON EMPLOYEE PERFORMANCE WITH WORKLOAD AS A MODERATING VARIABLE

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Abstract

This study is a quantitative study with an explanatory approach. The data used in this article are primary data that researchers obtained from Ibox employees spread throughout Indonesia. The data obtained by researchers came from questionnaire items that were distributed containing 5 statement items, namely statements strongly agree, agree, normal, disagree, and strongly disagree which were analyzed using the smart PLS 4.0 analysis tool. The result in this article show that each variable used in this article is acceptable and ducbitika because the P-Value is positive and below the significance level of 0.05, which is 0.004. This is because the higher the internal work pressure owned by an employee can make employees more motivated so that they are more enthusiastic in working and ultimately can improve the Employee's Performance itself. In line with the first hypothesis, the second hypothesis also shows similar results if the Workload variable can strengthen the influence of Internal Work Pressure on Employee Performance, this is caused by the same thing, namely the P-Values which are positive and below the significance level of 0.05, namely 0.000, which is more significant than direct testing of 0.04. Thus it can be concluded that the first and second hypotheses in this article can be accepted and proven.

Keywords: Work Pressure, Employee Performance, Workload

INTRODUCTION

Work pressure is a feeling of pressure that arises from within a person due to the pressure experienced by employees in dealing with work. According to (Mangkunegara 2013) in Yannik Ariyati, Riky Mahendra (2019) "Work pressure is a feeling of pressure experienced by employees in dealing with work". Symptoms of work pressure can be seen from employee behavior in responding to a job, if the employee experiences anxiety, unstable emotions, prefers to be alone, becomes quiet and often daydreams. This is a sign that the employee is experiencing high work pressure, this kind of behavior must be addressed immediately by the company so that the employee can get out of the state of depression he is facing (Handoko 2000).

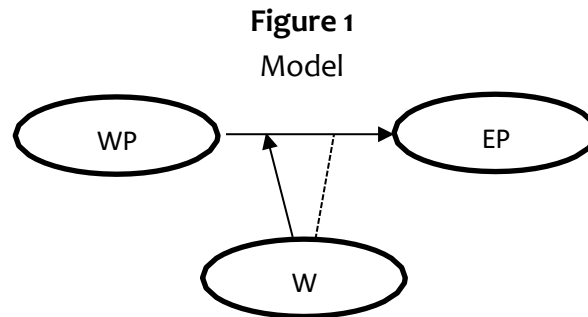
According to , there are four main sources that can cause work stress, namely: 1. Workload 2. Demands or pressure from superiors 3. Tension and mistakes 4. Decreased

interpersonal levels. According to (S. . Robbins 1996) in Yuana Safitri Zebua. (2019) there are three sources that influence work stress, namely: 1. Environmental factors Unstable environmental conditions can cause the influence of the formation of unhealthy organizational structures on employees. In environmental factors there are three things that can cause work stress, namely economics, politics, and technology. 2. Organizational Factors Factors in the organization that can cause work stress are: a. Role Demands, Unclear regulations and demands in work in an organization will affect the role of an employee to provide the final results that are desired to be achieved together in an organization. b. Interpersonal Demands, Unclear communication relationships between employees and lack of social support from colleagues will cause unhealthy communication which will cause stress. c. Organizational Demands, The organizational structure determines the level of differentiation in individuals, the level of rules and regulations and where decisions are made. d. Organizational Leadership, Relating to the role that a leader will play in a company. Leaders who create a culture characterized by tension, fear and anxiety will build unrealistic pressure to achieve in the short term, impose tighter supervision and routinely fire employees who cannot keep up. This can increase stress on employees. 3. Individual Factors There are three things in individual factors that can cause work stress, namely: a. Family Problems, Poor personal relationships with family will have an impact on the work that will be done because these family problems will be carried over to a person's work in the office. b. Economic Problems, This depends on how a person can generate enough income for his and his family's needs and can run the finances. If his income is not sufficient to meet needs, it will cause stress on a person. c. Personal Characteristics, The basic natural character that a person has is different so that for that every symptom of stress that arises in each job must be properly regulated according to their respective characters and personalitie (Robbins 2008) & (P. S. Robbins 2018).

Based on this explanation, researchers strongly believe that the rise and fall of work pressure can affect Employee Performance. Performance is a behavior that directly shows a person's work achievement in carrying out their duties and responsibilities in an agency. According to (RIDA OKTARI YANESTI 2018) in Muchamad Chamid Ichsanudin, et al., (2020), Performance is organizational behavior that is directly related to the production of goods or delivery of services (Huda and Farhan 2019). Information about organizational performance is something that is very important to use to evaluate whether the performance process carried out by the organization so far is in line with the expected goals or not (Lestari and Ghaby 2018). However, in reality, many organizations actually lack or even often have information about performance in their organization. Performance as the results of the work function/activities of a person or group in an organization that is influenced by various factors to achieve organizational goals within a certain period of time (Teguh, Bambang Swasto, and Ika 2017).

There are several previous studies (Ayu et al. 2017); (Allska Ramdyani 2017) & (Syakban 2017) showing a positive relationship direction and significant influence on Employee Performance. Different from the above studies, this article adds the Workload variable as a moderating variable.

METHODS



Noted:

WP: Work Pressure

EP: Employee Performance

W: Workload

Hypothesis:

H1: The Influence of Work Pressure on Employee Performance

H2: Workload can moderates The Influence of Work Pressure on Employee Performance

Based on the symbolic presentation of the research model above, it shows that the Work Pressure variable can have a positive relationship direction and a significant influence on Employee Performance (Sugiyono 2019). This study is in line with the three previous studies, namely studies (Ayu et al. 2017); (Allska Ramdyani 2017) & (Syakban 2017). Unlike the three studies above, this article adds the Workload variable as a moderating variable (Jonathan Sarwono 2016). This study is a quantitative study with an explanatory approach. The data used in this article are primary data that researchers obtained from Ibox employees spread throughout Indonesia (Abdurahman 2016). The data obtained by researchers came from questionnaire items that were distributed containing 5 statement items, namely statements strongly agree, agree, normal, disagree, and strongly disagree which were analyzed using the smart PLS 4.0 analysis tool (Sugiyono 2019).

RESULT AND DISCUSSION

Background Analysis

Work pressure is a feeling of pressure that arises from within a person due to the pressure experienced by employees in dealing with work. According to (Mangkunegara 2013) in Yannik Ariyati, Riky Mahendra (2019) "Work pressure is a feeling of pressure

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Validity Test

Based on the explanation in the research methodology section, the analysis tool used in this article is smart PLS 4.0. The use of smart PLS 4.0 requires several stages that can be passed, namely the validity test stage, reliability test, and path coefficient. The following are the results of the first stage, namely the validity test in this article (Ghozali 2016).

Table 1
Validity Test

Variable	Question Item	Loading Factor
Work Pressure (X1)	Work pressure can make employee metal stronger	0.837
	Internal work pressure can make employees more motivated at work	0.822
	Work pressure can make employees more enthusiastic about working	0.845
	Work pressure can improve employee performance	0.849
Employee Performance (Y)	Employee performance can be influenced by work pressure	0.878
	Employee performance can be influenced by workload	0.881
	Employee performance can be influenced if employees become more	0.895

	enthusiastic when under pressure	
	Employee performance can be influenced if employees become more enthusiastic when receiving a workload	0.899
Workload (Z)	Workload can influence employee work pressure	0.919
	Workload can affect employee performance	0.925

Valid > 0.70

Reliability Test

The next stage that can be done is the reliability test stage. The validity test stage and the reliability test stage have one difference, namely the test object that is carried out where the validity test stage object is the question item that is distributed and then collected while the object in the reliability test is the variable used. The following are the results of the reliability test in this article (Sarstedt et al. 2014):

Table 2
Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Work Pressure	0.893	0.852	Reliable
Employee Performance	0.922	0.881	Reliable
Workload	0.952	0.911	Reliable

Reliable > 0.70

Path Coefisien

The last stage that can be done after the researcher passes the validity test and reliability test stages is the Path Coefficient stage. The path efficiency stage aims to find out whether each hypothesis used in this article is proven or not. The following are the results of the Path Coefficient in this article (Sugiyono 2019).

Table 3
Path Coefisien

Direct Influence	Variable	P-Values	Noted
	WP->EP	0.004	Accepted
Indirect Influence	W* WP->EP	0.000	Accepted

Significant Level dan Accepted < 0.05

Based on the above explanation, it can be concluded firmly that each variable used in this article is acceptable and ducbitika because the P-Value is positive and below the significance level of 0.05, which is 0.004. These results are in line with previous studies, namely (Ayu et al. 2017); (Allska Ramdyani 2017) & (Syakban 2017). This is

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CONCLUSION

Based on the above explanation, it can be concluded firmly that each variable used in this article is acceptable and ducbitika because the P-Value is positive and below the significance level of 0.05, which is 0.004. These results are in line with previous studies, namely (Ayu et al. 2017); (Allska Ramdyani 2017) & (Syakban 2017). This is because the higher the internal work pressure owned by an employee can make employees more motivated so that they are more enthusiastic in working and ultimately can improve the Employee's Performance itself. In line with the first hypothesis, the second hypothesis also shows similar results if the Workload variable can strengthen the influence of Internal Work Pressure on Employee Performance, this is caused by the same thing, namely the P-Values which are positive and below the significance level of 0.05, namely 0.000, which is more significant than direct testing of 0.04. Thus it can be concluded that the first and second hypotheses in this article can be accepted and proven.

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