Does Level of Stress at Work Determines Working Satisfaction?

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Abstract: **Employees are valuable corporate assets and must be managed well by the organization or company, so that employees can give their optimal contribution. One of the main concern for any organization is their employee work satisfactions. This studytest the effect of Workload, Families, Work Environment to Work Satisfaction with Level of Stress as intervening factor. The population that were test in this study is 110 people, and no sample calculation is needed. This study used Workload, Famillies, and Work Environment as Independent variables, Work Satisfaction as Dependent variable, and Level of Stress as Intervening variable. Simple regression and path analysis were used in this study for data analysis, and used SPSS 24 as statistical software. The result of this study is that Workload, Famillies, and Work Environment has no significant effect to Work Satisfaction through Level of Stress. Few suggestion are put forward in this study, one of which is intended for corporation. The employers or corporations are expected to anticipate the level of saturation experienced by its workers.**

Keywords: **Families, Level of Stress, Work Environment, Work Satisfaction, Workload.**

I. INTRODUCTION

Employees are valuable organizational assets and must be managed well by the organization or corporation, these goals so that employees can make optimal contributions. One of the things that should be the main concern of the organization or company is the job satisfaction of its employees, because every employee who does not feel comfortable at work, is undervalued and cannot develop their potential, indirectly employees are not focused and concentrate on their work [1]. Quality of the Human Resources (HR) is a major factor in improving performance productivity in an organization or company. Therefore, it is necessary for Human Resources who have high competence because the ability of each individual will be able to support the improvement of employee performance [2].

Many people assume that employee job satisfaction is more determined by the high level of income and other financial factors. This is an incorrect assumption because there are many other factors that can affect the level of job satisfaction, one of the factors is the relationship between employees and leaders with their subordinates that determine the level of job satisfaction [3].

Work and family are two sides of different human lives, especially employees who spend most of their time in the office. Although different, work and family are a whole as both are related to fulfilling one's life. So work life can be associated with someone and their family. How good is a human society with its implications for business and the economy depends on the relationship between someone and family [4].

The work environment is something that is around the workers and that affects them in carrying out the tasks that are charged to them [5]. Job stress is a form of response of a person, both physically and mentally to a change due to the environment that is perceived as disturbing and causing them to be threatened. Every aspects could triggered the level of stress at work [6].

This study aims to find the effect from workload, family, and work environment to work satisfaction with level of stress as intervening factor. This study are divided into several sections. Section 2 discusses the research design, section 3 discusses the discussion of research results, and finally section 4 discusses conclusions and suggestions.

A. Problem Statement:

This study have multiple problem statement as follows:

1. Is Workload associated with Level of Stress

2. Families associated with Level of Stress

3. Work Environment associated with Level of Stress

4. Workload is associated with Work Satisfaction

5. Families is associated with Work Satisfaction

6. Work Environment is associated with Work Satisfaction

7. Level of Stress is associated with Work Satisfaction

8. Workload is associated with Work Satisfaction through Level of Stress

9. Family is associated with Work Satisfaction through Level of Stress

10. Work Environment is associated with Work Satisfaction through Level of Stress

B. Research Design:

Research Framework:
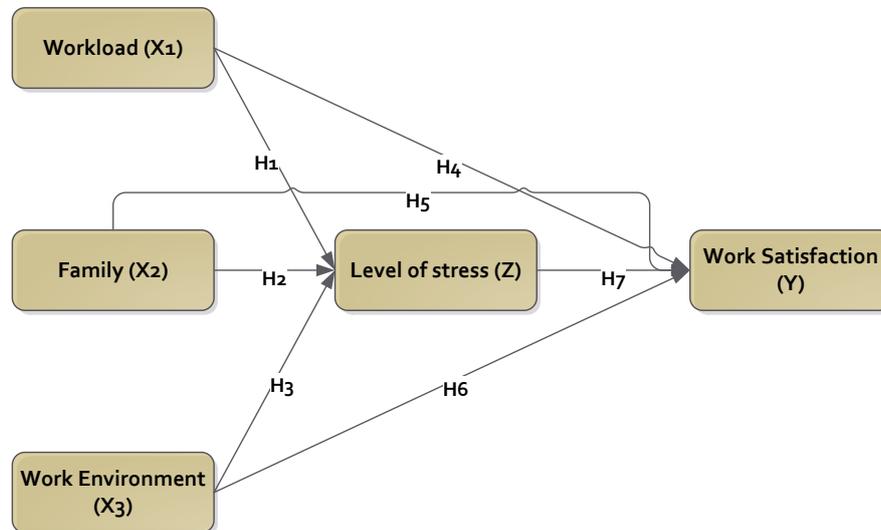
Fig 1: Overall Research Framework

1. Population, Sample Selection, and Dataset

This study was conducted at X Corporation that engaged in the oil and gas mining industry. The population in this study were employees of X Corporation which numbered 101 people. The research was carried out without taking samples, so the number of samples used in this study was the same as the population, which was 101 people.

2. Variables

This study use one dependent variable, one intervening variable, and three independent variables. Work Satisfaction (Y) as dependent variable, Level of Stress (Z) as intervening variable. Workload (X_1), Family (X_2), and Work Environment (X_3) as independent variable.

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3. Data Validity, Analysis, and Hypothesis Testing

This study uses a questionnaire as a research instrument, therefore before being analyzed, the data will first be tested for validity and reliability by using SPSS version 24 statistical software. Then the data is analyzed using Regression and Path Analysis techniques. The Path Analysis Model is used to analyze the relationship pattern between variables with the aim to determine the direct and indirect effects of a set of independent (exogenous) variables on the dependent variable (endogenous).

II.   RESULTS AND FINDINGS

A. Data Validity and Reliability

Validity testing was conducted to measure the accuracy of an item in the questionnaire, whether the items in the questionnaire were appropriate in measuring what they wanted to measure in this study. Statistical output results show that all questionnaire items are declared valid. The questionnaire was declared valid if the statistical output value of the Pearson Correlation was above the statistical value based on the r statistic table, in this study that was equal to 0.196.

TABLE: I

Variables	Question No.	Results
Workload (X_1)	1 - 12	Valid
Family (X_2)	13 - 24	Valid
Work Environment (X_3)	25 - 36	Valid
Level of Stress (Z)	37 - 40	Valid
Work Satisfaction (Y)	41 - 44	Valid

Reliability Test is used to determine the consistency of measuring instruments, whether they are used reliably and remain consistent if the measurements are repeated. The questionnaire was declared reliable if the Cronbach's Alpha statistic value was above the statistical value based on the r statistics table, in this study that was equal to 0.196.

TABLE: II

Cronbach's Alpha Value	r - Table	Results
0,822	0,196	Reliable

B. Model I

TABLE: III

Model	Unstandardized Coefficients	
	B	Sig.
Constant	6,432	0,058
Workload (X1)	-0,069	0,291
Family (X2)	0,060	0,652
Work Environment (X3)	0,195	0,141

The first research model was formed based on the variables Workload (X1), Family (X2), and Work Environment (X3) on Work Stress (Z). Based on the table, it is known that all independent variables have a significance level above 0.05. Thus, H1, H2, and H3 are rejected.

C. Model II

TABLE: IV

Model	Unstandardized Coefficients	
	B	Sig.
Constant	10,825	0,000
Workload (X1)	-0,033	0,538
Family (X2)	0,081	0,453
Work Environment (X3)	0,082	0,442

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The second research model is formed based on the variable Workload (X1), Family (X2), and Work Environment (X3) on Work Satisfaction (Y). Based on the table, it is known that all independent variables have a significance level above 0.05. Thus, H4, H5, and H6 are rejected.

D. Model III

TABLE: V

Model	Unstandardized Coefficients	
	B	Sig.
Constant	12,453	0,000
Level of Stress (Z)	0,334	0,000

The third research model is formed based on the variable Job Stress (Z) on Work Satisfaction (Y). Based on the table, it is known that intervening variables have a significance level below 0.05. Thus, H7 is accepted.

E. Model IV

The fourth research model is tested by looking at the direct and indirect effects of the independent variables and intervening variables on the dependent variable. Testing is conducted using the following criteria :

1. If the indirect impact is greater than the direct impact, the research model is proven to have significant effect to dependent variable.

2. If the indirect impact is lower than the direct impact, the research model is proven to have no significant effect to dependent variable.

The following is a summary of the test results on the fourth research model.

TABLE: VI

Hypotesis Testing	Direct Impact	Indirect Impact	Results
Hypotesis 8	(0,079)	(0,047)	Accepted
Hypotesis 9	0,188	0,047	Reject
Hypotesis 10	0,175	0,137	Reject

The fourth research model is formed based on the variables Workload (X1), Family (X2), and Work Environment (X3) on Job Satisfaction (Y) Level of Stress (Z). Based on the table, it is known that hypothesis 8 has an indirect impact greater than the direct impact, while hypothesis 9 and hypothesis 10 are known to have a smaller indirect effect than direct influence. Thus, H8 is accepted, and H9 and H10 are rejected.

III. CONCLUSION

Stress level of work in a company is very important to be considered by management. Because work stress can affect the production process in the company, and the influence of work stress has a direct influence on the employees who carry out the task. Job stress is the mood, the mind of employees in carrying out activities every day. A conducive level of work stress provides peace and allows employees to work optimally. If the employee feels safe, calm and his mood is good, then the employee will feel at home in his work in carrying out the activity so that the working time is effectively used. On the other hand, high work stress levels will reduce employee performance. This study aims to test the effect of Workload (X_1), Families (X_2), and Work Environment (X_3) to Work Satisfaction (Y) through Level of Stress (Z). This study is divided into four research models with different hypothesis in each research model. Based on the results of the statistical output discussed, it was found that first research model one has no effect on Level of Stress (Z), therefore hypothesis 1, 2, and 3 are rejected. Research model two also has no effect on Work Satisfaction (Y), therefore hypothesis 4, 5, and 6 are also rejected. Research model three were formed based on Level of Stress (Z) to Work Satisfaction (Y), and based on the statistical result, it has significant effect on Work Satisfaction (Y), therefore hypothesis 7 is pass. As for research model four, hypothesis 8 is pass since the indirect impact greater than direct impact, while hypothesis 9 and 10 are rejected.

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