Jurnal Mantik, 5 (2) (2021) 563-573

Published by:Institute of Computer Science (IOCS)

Jurnal Mantik

Journal homepage: www.iocscience.org/ejournal/index.php/mantik/index

Effect of Work Stress and Work Conflicton Performance of Employees

Christin Natalia Sianipar

Bina Karya College of Economics

Email : Christinnatalia326@gmail.com

ARTICLEINFO

Article history:
Received: 01/05/2021
Revised: 25/05/2021
Accepted: 30/05/2021

Keywords:
Work Stress, Work Conflict, and Employee Performance

ABSTRACT

This research was conducted at the Office of the Deputy Mayor of TebingTinggi City, which aims to determine how the influence of work stress and work conflict on employee performance at the office of the mayor of TebingTinggi. The results of hypothesis testing using multiple regression analysis with two independent variables and one dependent variable indicate that: The proposed H1 states that: Job stress affects employee performance at the TebingTinggi Mayor's Office, from table 4.11 it can be seen if the t-count value is 2.085 or greater than t-table (α : 5%, df : 76 = 1.665), besides that the significance value is 0.040 or less than the model significance value of 0.05. Then H1 is accepted, meaning that work stress has an effect on employee performance at the TebingTinggi Mayor's Office. The proposed H2 states that: Work Conflict affects Employee Performance at the TebingTinggi Mayor's Office, from table 4.11 it can be seen if the t-count value is 2.702 or greater than t-table (α : 5%, df : 76 = 1.665), In addition, the significance value is 0.009 or less than the model significance value of 0.05. Then H2 is accepted, meaning that Work Conflict affects Employee Performance at the TebingTinggi Mayor's Office. The proposed H3 states that work stress and work conflict simultaneously affect employee performance at the TebingTinggi Mayor's Office. From table 4.12, the calculated F value is 15,624 or greater than the table F value (α : 5%, df numerator : 2 df denominator : 75, F-table: 3.12), in addition to the significance value of 0.000 or less than the model's significance of 0.05, it can be concluded that if H3 is accepted, it means that work stress and work conflict simultaneously affect employee performance at the mayor's office. High cliff.

Copyright © 2021 Jurnal Mantik.
All rights reserved.

1. Introduction

Each agency in carrying out its activities has a goal that must be achieved. To achieve or realize these goals, each agency must be good at choosing strategies, especially human resource planning, which in essence is focused on certain steps taken by management. For the availability of a permanent workforce to occupy the right position and time in order to achieve the goals and various targets set. The most important organization is human resources, namely people who provide energy, talent and government organizations can not be separated from individual performance.

Entering the era of globalization, the absolute need for strong human resources cannot be denied in the face of this new era, organizations or companies will meet an increasingly complex form of competition with variations, intensity and scope that may have never been experienced before, so organizations need people who tough people, who can adapt quickly to any changes that occur, who are able to work in new ways through skills and tasks. To achieve organizational goals effectively, of course, qualified human resources (labor) are needed and in accordance with qualified human resources (labor) in accordance with their fields. Currently, the government in increasing its productivity is carrying out a form of activity, namely the placement of workers or

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

employees who have different levels of competence. Competition in the world of work is increasing, spurring agencies to continue to improve employee performance so that they can work well and can be useful for both the company and society.

According to Sedarmayanthi (2010:260), explaining performance is a comprehensive management process in which the results can be measured and proven significantly. Wirawan (2009:5) also states that performance is the output obtained from indicators of a job within a certain period.

According to Husien (2010: 44), states that: "Stress as a condition of tension that affects emotions, thought processes and conditions of a worker." Work stress must be handled properly because employees who tend to work stress will feel frustrated, emotional and feel uncomfortable at work, so that it can trigger failure in the organization because it can interfere with each other in doing tasks.

According to Veithzal (2014: 724): "Stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and conditions of an employee."

2. Theoretical Basis

2.1 Work Stress

Stress is a common thing experienced by every individual caused by factors from within and from outside the man himself. Stress is fluctuating sometimes up sometimes down depending on the working conditions experienced. People who experience stress become nervous and feel chronic worries so that they often become angry, aggressive, unable to relax, or show an uncooperative attitude (Hasibuan, 2014: 204). According to Sedarmayanti (2011: 76) stress is often interpreted as an excess of demands on an individual's ability to meet needs. Problems in the family environment, social activities, work in the office, leisure activities, or those related to other people, can cause excessive burdens.

2.2 Work Conflict

Conflict is a disagreement between at least two people or groups on certain issues or a process in which one party perceives that its interests are being challenged or negatively influenced by another party. Conflict may be war, opportunity, or travel (Scannell, 2010). Ilies et al., (2010) define work conflict as a struggle that states at least two interdependent parties who feel their goals are incompatible, resources are scarce, and interference from other parties in achieving their goals. According to Bao (2016), work conflict is the interaction of interdependent people, feeling disapproval and opposing interests, incompatibility and the possibility of interference, and negative emotions from others.

2.3 Performance

Each agency or company carries out all of its operational activities to achieve the goals it has set, consisting of elements of actors or employees who have duties and responsibilities that must be carried out individually or in groups with the aim of efficiency and optimization of achieving the goals to be achieved. Employees who work greatly affect the performance of an agency, this is because employees are the main driver for every operational activity and play an active role in achieving or not achieving an agency goal. According to Koopmans et al. (2014) performance is a relevant outcome measure based on research in work settings. According to Serdamayanti (2011: 260), reveals that performance is a translation of performance which means the work of a worker, a management process or an organization as a whole, where the results of the work must be shown concrete and measurable evidence (compared to the standards that have been set). determined). According to Wibowo (2010:7) suggests that performance is about doing work and the results achieved from the work.

3. Research Methods

3.1 Research Location

This research will be conducted at the General Administration and Equipment Section at the TebingTinggi Mayor's Office located on Jalan Dr. Sutomo, No.14 Kel. Rambung, District. City High Cliff.

3.2 Research Time

This research will be carried out from February 2019 until the completion of this research.

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

3.3 Data Analysis Techniques

a. Instrument Test

1) Validity Test

According to Sugiyono (2009:172) that valid means that the instrument can be used to measure what should be measured. Valid shows the degree of accuracy between data that actually occurs on the object and data that can be collected by researchers. The validity testing criteria can be seen as follows:

a) If r count > r table then the questionnaire items are valid.
b) If r count < r table then the questionnaire items are valid.

2) Reliability Test

According to Ghozali (2013: 47), "Reliability is a tool to measure a questionnaire which is an indicator of a variable." A questionnaire is said to be reliable or reliable if a person's answer to a question is consistent or stable from time to time.

The reliability testing criteria can be seen as follows:

a) If Cronbach's Alpha value > 0.60 then it is reliable.
b) If the value of Cronbach's Alpha < 0.60 then it is not reliable.

b. Classic assumption test

The classical assumption tests used are: normality, multicollinearity and heteroscedasticity tests which can be explained in detail as follows:

1) Normality Test

According to Ghozali (2013: 160) the normality test aims to test whether in the regression model the confounding or residual variables have a normal distribution.

The criteria in the normality test can be seen as follows:

a) If the significance level is > 0.05 then the distribution of the regression model is normal.
b) If the significance level is < 0.05 then the distribution of the regression model is not normal.

2) Multicollinearity Test

Multicollinearity test aims to test whether the regression model found a correlation between independent variables (Independent). The criteria for the Multicollinearity Test are: Detecting the presence of Multicollinearity is by looking at the Tolerance and Variance Inflation factor (VIF). Tolerance measures the selected independent variability that is not explained by other independent variables. So a low Tolerance value is the same as a high VIF value (because VIF = I/ Tolerance) and indicates a high collinearity. The cut off value that is commonly used to indicate the presence of multicollinearity is the Tolerance value 0.01 or the same as the VIF value 10. (Ghozali, 2009:91).

3) Heteroscedasticity Test

Aims to test whether in a regression there is a similarity of variance from the residue from one observation to another (Ghozali, 2011:139). If the variance is the same then it is called homoscedasticity and if the variance is different it is called heteroscedasticity. One way to approach heteroscedasticity is to look at the scatter plot graph between the predicted value of the dependent variable and the residual.

The criteria in the heteroscedasticity test can be seen as follows:

a) If there is a certain pattern, such as the dots that are in the form of a certain regular pattern (wavy, widened, then narrowed) then heteroscedasticity has occurred.
b) If there is a clear pattern, and the points spread above and below O on Y, then there is no heteroscedasticity.

c. Multiple Linear Analysis

According to Sugiyono (2014: 277) that: "Multiple linear regression analysis intends to predict how the situation (up and down) of the dependent variable (criteria), if two or more independent variables as prediator factors are manipulated (increase in value). Multiple linear regression analysis is used to determine the direction of the relationship between the independent variable and the dependent variable whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable increases or decreases. The independent variable will affect the variable which is formulated as follows:

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

Y = a + b1 X1 + b2 X2 +
information:
Y = Employee Performance
X1 = Work Stress
X2 = Work Conflict
b 1….. b2 = Regression coefficient
= constant
= error term

d. Coefficient of Determination (R2)

The coefficient of determination (R2) essentially measures how far the model's ability to explain the variation of the independent variables. The value of the coefficient of determination is between zero and one. A small value of R2 means that the ability of the independent variables to carry out variations in the dependent variable is very limited.

The formula to find the coefficient of determination (R2):
D = R × 100%
Information:
D = Determinant
R = Correlation Coefficient
The criteria for testing the coefficient of determination can be seen as follows:

1) If the coefficient of determination is equal to 0 (R2 = 0), it means that the variation of Y cannot be explained by X at all.
2) If R2 = 1, it means that the variation of Y as a whole can be explained by X. In other words, if R2 = 1, then all observation points are right on the regression line.

Thus, the good or bad of a regression equation is determined by its R2 which has a value between zero and one.

e. Hypothesis testing

1) t test (Partial Test)

To find out whether the independent variable partially (individually) has a significant effect on the dependent variable. The t-statistical test basically shows how far the influence of individual independent variables is in explaining the dependent variable (Ghozali, 2009:88).

The criteria in the t-test (partial test) can be seen as follows:

a) If tcount>ttable, then H0 is rejected and Ha is accepted, meaning that the independent variable partially has a significant effect on the dependent variable.
b) If tcountttable, then H0 is accepted and Ha is rejected, meaning that the independent variable partially has a significant effect on the dependent variable.

When viewed from the significance value:

a) If the significant number > 0.05 then H0 is accepted.
b) If the significant number is <0.05, then H0 is rejected.

2) F Test (Simultaneous Test)

Used to determine the significance of the relationship between all independent variables and the dependent variable, whether the independent variables included in the model have a joint effect on the dependent variable. When Fcount

4. Result and Discussion

4.1 Descriptive Analysis of Research Variables

a. Work Stress Variable (X1)

The number and percentage of respondents' answers regarding the Work Stress Variable (X1) as presented in Table 1 below:

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

Table 1.
Description of Respondents' Answer Score Regarding Work Stress Variables (X1)

Statement	Answer				
	SS	S	KS	TS	STS
1. At work, I am always pressed for time to finish the job well	35 (44,9%)	23 (29,5%)	14 (17,9%)	3 (3,8%)	3 (3,8%)
2. Leaders give warnings to employees who are not disciplined.	21 (26,9%)	33 (42,3%)	12 (15,4%)	5 (6,45)	7 (9,0%)
3. I complete the work in accordance with the time or hours that have been determined.	18 (23,1%)	37 (47,4%)	15 (19,2%)	7 (9,0%)	1 (1,3%)
4. I feel tension between me and my co-workers due to personal problems.	10 (12,8%)	15 (19,2%)	28 (35,9%)	15 (19,2%)	10 (12,8%)
5. Communication between departments within the office is well established.	19 (24,4%)	28 (35,9%)	21 (26,9%)	7 (9,0%)	3 (3,8%)

Source: Data processed from Appendix 2 (2019)

Table 1.shows that the average respondents' answers are on the agree and strongly agree scale with the average answer value of 3.659 (high). This shows that from the 5 measurement indicators of Work Stress Variable (X1) it can be concluded that the average Work Stress Variable (X1) is in the high category.

b. Work Conflict Variable (X2)

The number and percentage of respondents' answers regarding the Work Conflict Variable (X2) as presented in Table 2 below:

Table 2.
Description of Respondents' Answer Score Regarding Work Conflict Variables (X2)

Statement	Answer				
	SS	S	KS	TS	STS
1. I feel tired with my job.	22 (28,2%)	34 (43,6%)	21 (26,9%)	1 (1,3%)	-
2. I feel that between me and my co-workers have problems in completing work.	25 (32,1%)	36 (46,2%)	13 (16,7%)	2 (2,6%)	2 (2,6%)
3. I often help colleagues in completing work so that they can achieve the desired goals.	29 (37,2%)	40 (51,3%)	8 (10,3%)	-	1 (1,3%)

Source: Data processed from Appendix 2 (2019)

Table 2.shows that the average respondents' answers are on the agree and strongly agree scale with the average answer value of 4.081 (high). This shows that from the 3 measurement indicators of the Work Conflict Variable (X2) it can be concluded that the average score of the Work Conflict Variable (X2) is in the high category.

c. Employee Performance Variable (Y)

The number and percentage of respondents' answers regarding the Employee Performance Variable (Y) as presented in Table 3 below:

Table 3.
Description of Respondents' Answer Score Regarding Employee Performance Variables (Y)

Statement	Answer				
	SS	S	KS	TS	STS
1. I achieve the work targets set by the office	18 (23,1%)	20 (25,6%)	22 (28,2%)	14 (17,9%)	4 (5,1%)
2. I can complete the work with satisfactory results.	19 (24,4%)	21 (26,9%)	17 (21,8%)	17 (21,8%)	4 (5,1%)

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

3. I carry out work without procrastination	19 (24,4%)	40 (51,3%)	15 (19,2%)	4 (5,1%)	-

Source: Data processed from Appendix 2 (2019)

Table 3.shows that the average respondents' answers are on the agree and strongly agree scale with the average answer value of 3.607 (high). This shows from 3 indicators of variable measurement. Employee Performance Variable (Y) can be concluded that the average score of Employee Performance Variable (Y) is in the high category.

4.2 Classic assumption test

The tests of classical assumptions with the SPSS 17.00 program carried out in this study include:

a. Normality Test

Normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016:154). Testing the normality of the data can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the statistical method normality test uses the one sample Kolmogorov Smirnov Test. Normality test using the graphical method can be seen in the following Fig:

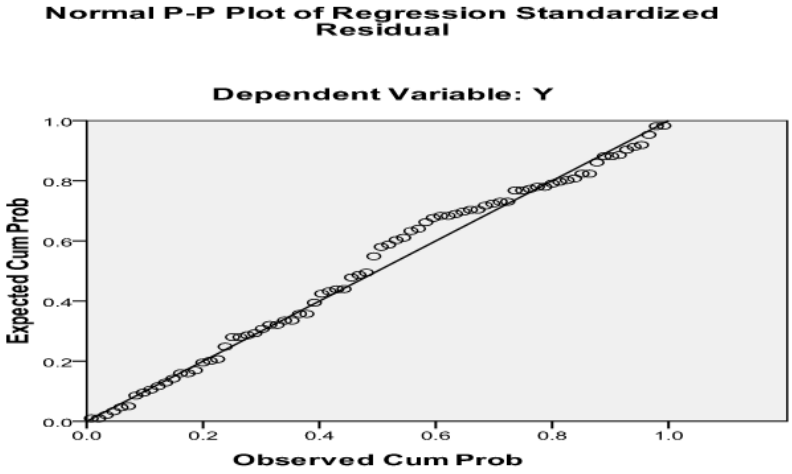

Fig 1 Normal P Plot

Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with a diagonal line, if the distribution of residual data is normal, the line that describes the actual data will follow the diagonal line (Ghozali, 2016:154).

The test results using SPSS 17 are as follows:

Table 4.

One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		78
Normal Parameters[a,,b]	Mean	.0000000
	Std. Deviation	2.18648923
Most Extreme Differences	Absolute	.089
	Positive	.045
	Negative	-.089

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
Kolmogorov-Smirnov Z			.785
Asymp. Sig. (2-tailed)			.568
Monte Carlo Sig. (2-tailed)	Sig.		.654[c]
	99% Confidence Interval	Lower Bound	.515
		Upper Bound	.793

a. Test distribution is Normal.

b. Calculated from data.

c. Based on 78 sampled tables with starting seed 2000000.

Source: Data processed from Appendix 4 (2019)

From the output in table 4.it can be seen that the significance value (Monte Carlo Sig.) of all variables is 0.654. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

b. Multicollinearity Test

The multicollinearity test aims to determine whether there is a correlation between the independent variables in the regression model. The multicollinearity test in this study is seen from the tolerance value or variance inflation factor (VIF). The calculation of the tolerance value or VIF with the SPSS 17.00 program for windows can be seen in Table 5 below:

Table 5

Multicollinearity Test Results:

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	X1	.601	1.665
	X2	.601	1.665

a. Dependent Variable: Y

Source: Data processed from Appendix 4 (2019)

Based on table 5, it can be seen that the tolerance value of Work Stress Variable (X1) is 0.601, Work Conflict Variable (X2) is 0.601 where all of them are greater than 0.10 while the VIF value of Work Stress Variable (X1) is 1.665, Conflict Variable Work (X2) is 1.665 where all of them are smaller than 10. Based on the results of the above calculations, it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also smaller than 10 so that there is no correlation symptom in independent variable. So it can be concluded that there is no symptom of multicollinearity between independent variables in the regression model.

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is by using a scatterplot. Based on the results of data processing, the heteroscedasticity test in this study is shown in Fig 2 below:

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

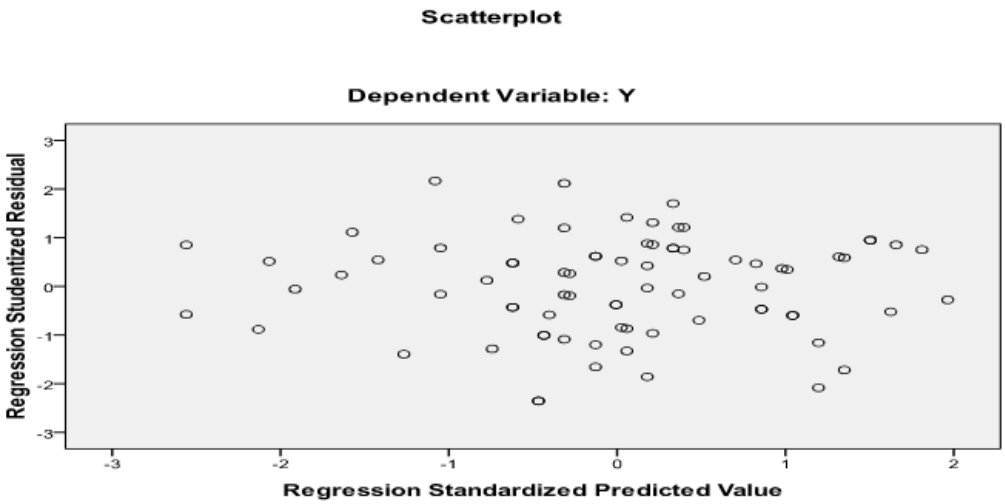

Fig 2. Scatterplot

Based on Fig 2, it can be seen that if the data pattern is perfectly distributed, some are above the zero point and some are spread below the zero point. Because of this, it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

4.3 Multiple Linear Regression Test

Multiple linear regression testing explains the role of Work Stress Variable (X1) and Work Conflict Variable (X2) on Employee Performance Variable (Y). Data analysis in this study used multiple linear regression analysis using SPSS 17.0 for windows. The analysis of each variable is described in the following description:

Table 6.
Multiple Linear Regression Results

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta
1	(Constant)	.994	1.781	
	X1	.217	.104	.261
	X2	.479	.177	.338

a. Dependent Variable: Y

Source: Data processed from Appendix 4 (2019)

Based on these results, the multiple linear regression equation has the formulation: Y = a + b1X1 + b2X2 + , so that the equation is obtained: Y = 0.994 + 0.217X1 + 0.479X2.

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of 0.994 indicates the size of the Employee Performance Variable (Y) if the Work Stress Variable (X1) and Work Conflict Variable (X2) are equal to zero.
b. The regression coefficient value of the Work Stress Variable (X1) (b1) of 0.217 indicates the magnitude of the role of the Work Stress Variable (X1) on the Employee Performance Variable (Y) with the assumption that the Work Conflict Variable (X2) is constant. This means that if the work stress variable (X1) increases by 1 unit value, it is predicted that the Employee Performance Variable (Y) will increase by 0.217 unit value assuming the Work Conflict Variable (X2) is constant.
c. The regression coefficient value of the Work Conflict Variable (X2) (b2) of 0.479 indicates the magnitude of the role of the Work Conflict Variable (X2) on the Employee Performance Variable (Y) with the

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

assumption that the Work Stress Variable (X1) is constant. This means that if the Work Conflict Variable factor (X2) increases by 1 unit value, it is predicted that the Employee Performance Variable (Y) will increase by 0.479 unit value with the assumption that the Work Stress Variable (X1) is constant.

4.4 Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable.If the determination (R2) is getting bigger (closer to 1), it can be said that the influence of the X variable is large on the Employee Performance Variable (Y).

The value used to see the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 7 below:

Table 7.
Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.542[a]	.294	.275	2.21545

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Data processed from Appendix 4 (2019)

Based on table 7, it can be seen that the adjusted R square value is 0.275 or 27.5%. This shows that the Work Stress Variable (X1) and Work Conflict Variable (X2) can explain the Employee Performance Variable (Y) of 27.5%, the remaining 72.5% (100% - 27.5%) is explained by other variables. outside of this research model.

4.5 Hypothesis testing

a. t test (Partial)

The t statistic test is also known as the individual significance test. This test shows how far the influence of the independent variable partially on the dependent variable. In this study, partial hypothesis testing was carried out on each independent variable as shown in Table 8. below:

Tabel 8.
UjiParsial(t)

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	t	Sig.
1	(Constant)	.994	1.781	.558	.578
	X1	.217	.104	2.085	.040
	X2	.479	.177	2.702	.009

a. Dependent Variable: Y

Source: Data processed from Appendix 4 (2019)

1) Hypothesis Testing the Effect of Work Stress Variables (X1) on Employee Performance Variables (Y). The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a) Accept H0 If tcount<ttable or -tcount> - ttable or Sig value. > 0.05
b) Reject H0 If tcountttable or -tcount - ttable or Sig. < 0.05

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

From table 8, the tcount value is 2.085. With = 5%, ttable (5%; 78-2 = 76) the ttable value is 1.665. From the description it can be seen that tcount (2.085) >ttable (1.665), as well as the the significance of 0.040 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the work stress variable (X1) has an effect on the employee performance variable (Y).

2) Hypothesis Testing the Effect of Work Conflict Variables (X2) on Employee Performance Variables (Y). The form of hypothesis testing based on statistics can be described as follows:
   Decision Making Criteria:
   a) Accept H0 If tcount<ttable or -tcount> - ttable or Sig value. > 0.05
   b) Reject H0 If tcountttable or -tcount - ttable or Sig. < 0.05
   From table 8, the tcount value is 2,702. With = 5%, ttable (5%; 78-2 = 76) the ttable value is 1,665. 0.009 <0.05, it can be concluded that the second hypothesis is accepted, meaning that the Work Conflict Variable (X2) has an effect on the Employee Performance Variable (Y).

b. Test F (Simultaneous)

This test basically shows whether all the independent variables included in this model have a joint effect on the dependent variable. The results of the F test can be seen in table 9 below:

Table 9.
Simultaneous Test Results (F)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	153.371	2	76.685	15.624	.000[a]
	Residual	368.117	75	4.908		
	Total	521.487	77			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Data processed from Appendix 4 (2019)

The form of hypothesis testing based on statistics can be described as follows:
Decision Making Criteria:
   a) If the calculated F value > F table or Sig. <0.05 then Ha is accepted and H0 is rejected.
   b) If the calculated F value < F table or Sig. > 0.05 then Ha is rejected and H0 is accepted.

From table 9, the Fcount value is 15.624. With = 5%, dk numerator: 2, dk denominator: 78-2-1 (5%; 2; 75) the Ftable value is 3.12. From this description it can be seen that Fcount (15,624) >Ftable (3.12), and a significance value of 0.000 <0.05, it can be concluded that the third hypothesis is accepted, meaning that the Work Stress Variable (X1) and the Work Conflict Variable (X2) have an effect on the variable simultaneously (simultaneously). Employee Performance (Y).

5. Conclusion

This study tries to answer the research objectives, namely to find out how the influence of work stress and work conflict on employee performance at the TebingTinggi Mayor's Office. The results of hypothesis testing using multiple regression analysis with two independent variables and one dependent variable indicate that:

a. The proposed H1 states that: Job stress affects employee performance at the TebingTinggi Mayor's Office, from table 4.11 it can be seen if the t-count value is 2.085 or greater than t-table (α : 5%, df : 76 = 1.665), besides the significance value is 0.040 or smaller than the model significance value of 0.05. Then H1 is accepted, work stress affects employee performance at the TebingTinggi Mayor's Office.
b. The proposed H2 states that: Work Conflict affects Employee Performance at the TebingTinggi Mayor's Office, from table 4.11 it can be seen if the t-count value is 2.702 or greater than t-table (α : 5%, df : 76 = 1.665), besides that the significance value is 0.009 or less than the model significance value of 0.05. Then

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

H2 is accepted, meaning that Work Conflict affects Employee Performance at the TebingTinggi Mayor's Office.

c. The proposed H3 states that work stress and work conflict simultaneously affect employee performance at the TebingTinggi Mayor's Office, from table 4.12 the calculated F value is 15,624 or greater than the table F value (α : 5%, df numerator : 2 , df denominator: 75 , F-table: 3.12), besides that the significance value is 0.000 or less than the model significance (0.05), it can be concluded that if H3 is accepted, it means that work stress and work conflict simultaneously affect the Employee Performance at the Office of the Mayor of TebingTinggi.

6. Refference

[1] Anissa, Adriana. 2017. The Effect of Job Stress and Role Conflict on Performance
[2] Employees of PDAM Way Riau Bandar Lampung.Faculty of Economics and Business BISN, University of Lmpung, Bandar Lampung.
[3] Asbath, Rauqi. 2017. The Effect of Workload on Employee Performance with
[4] Work Stress as an Intervening Variable at PT Bank Jatim. Faculty of Economics, State Islamic University Maulana Malik Ibrahim, Malang.
[5] Cahya, FurqonDwi. 2018. The Effect of Work Conflict on Employee Performance with Communication as a Moderating Variable at PT CiomasAdiwisat
[6] Cape Star.Faculty of Economics and Business, University of Lampung, Ban Bandar Lampung.
[7] Devi, Cynthia. 2018. The Effect of Service Quality on Customer Loyalty with Trust as Moderating Variable at PT JNE. STIE BinaKarya, High Cliff.
[8] Dewi, AAAyuCandra Tri Bhuana. 2016. The Effect of Work Stress and Organizational Commitment on Employee Performance at PT Bangun Bali Utama. Faculty of Economics and Business, Udayana University.
[9] Erminia, Dora. 2017. The Effect of Work Conflict and Job Stress on Developers
[10] Employee Career Dreams at the Cannery Department of PT Great Giant Pineap Pineapple. Faculty of Economics and Business, University of Lampung, Bandar Lam Lampung.
[11] Ginanjar, Rodi Ahmad. 2013. The Effect of Work Environment on Employee Work Performance at the Education, Youth, and Sports Office. Faculty of Science
[12] Yogyakarta State University Education, Yogyakarta.
[13] Istomo, SofiWulandari. 2013. The Effect of Conflict Management on Employee Train Performance at PT Taspen (Persero). Faculty of Economics, University Yogyakarta, Yogyakarta.
[14] M, SubechiMaulana. 2015. The Effect of Conflict and Work Environment on Employee Performance Kin at PDAM Tirta Semarang. Uni Faculty of Economics the diversity of the State of Semarang, Semarang.
[15] Monica, Sita. 2016. Workload and Work Stress on Employee Performance at PT Galamedia Bandung. Computer University Faculty of Economics Indonesia, Bandung.
[16] Paramban, Sumiati. 2018. The Influence of Work Discipline and Job Satisfaction on
[17] Employee Performance. Faculty of Economics and Business State Islamic University SyarifHidayatullah, Jakarta.
[18] Pratiwi, Princess. 2017. The Effect of Communication and Motivation on Employee Performance at PT AnugrahUtama Lestari. faculty of Economics and Business Pasundan University, Bandung.
[19] Putra, M. RahardianAnugrah. 2018. The Effect of Work Stress and Work Motivation on the Performance of Local Government Employees in Pringsewu Regency. Faculty of Economics and Business, University of Lampung, Bandar Lampung.
[20] Daughter, Olga Olivia. 2018. The Effect of Work Stress and Work Motivation on Employee Performance Performance at Hotel Navotel Bandung. Faculty of Economics and Pasundan University Business, Bandung.
[21] http://ejournal.ukrida.ac.id/ojs/index.php/IMB/article/view/1378
[22] http://eprints.unm.ac.id/5389/1/03%20ISI.docx
[23] https://media.neliti.com/media/publications/266072-unjuk-stress-kerja-dan-konflik-kerja-t-d59fd727.pdf
[24] http://repository.unpas.ac.id/5644/6/BAB%20III.pdf
[25] http://repository.unpas.ac.id/5617/6/BAB%20III%20nita%20-%20revisi.pdf

Accredited "Rank 4"(Sinta 4), DIKTI, No. 36/E/KPT/2019, December 13th 2019.

Jurnal Mantik is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).