Gender: Stress Levels On Performance In Modern Industry

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ABSTRACT

This research aims to understand the influence of gender and working stress on working performance. There are three independent variables and one dependent variable, namely gender influence, working stress and working environment as the independent variables and working performance as dependent variable. This study object is the employees in Jakarta. The research is conducted towards 161 respondents using quantitative descriptive approach method and slovin method. Data analysis is conducted by using double linier regression and is processed by using SPSS program Version 23. The result of the study shows that the gender and working environment have a positive and significant influence towards employees performance, and working stress has a negative and significant influence towards employees performance.

Keywords: Gender, Working Stress, Working Environment, Employees Performance

BACKGROUND

Augustina Kurniasih and Heliantono (2016) assert that according to Barney's theory (1991) that an organization can succeed if it can achieve and maintain its competitive advantage. The success can be achieved if the company allocates what competitors do not have, and the efficient and effective use of resources is a driver for achieving competitive advantage and improving company performance. Globalization era requires companies to be able to take the right decisions in order to compete in an increasingly tight and competitive industry environment. Increasingly tight competition causes a company of being required to be able to improve competitiveness in order to maintain the company's survival. The company represents one of the organizations that brings together people who are usually called employees to run the household's production activities. According to Sunyoto (2015), human resources management is a planning, organizing, directing, and supervision of procurement, and termination of employment with the intention to achieve the objectives of a company's organization in an integrated manner. Therefore, the success of the achievement of corporate organization goals is largely determined by the role of employees in the work process, and the organization of the company is said to succeed and be successful not only determined by the ability of the technique but also by the regularity of the behavior of people in interacting.

There are several aspects that can affect the performance, one of them is job stress, therefore work stress is placed in great attention. The dangers of work stress are resulted from the physical, emotional and mental exhaustion caused by long-term involvement with an emotionally demanding situation. According to Herminingsih (2016), stress is a dynamic condition in which a person is faced with a confrontation between opportunity, obstacle or demand for what he wants and produces in uncertain and important perceptions. The process of stress takes place gradually, accumulatively, and over time becomes worse. Gender is an emerging issue in the world of work, gender differences in work are of concern at this time. The different task and role burdens between female and male employees often create disparities that result in discomfort between female and male employees. according to Mulia (2007), gender is a cultural concept used to distinguish the role, behavior, mentality, and emotional characteristics between men and women that develop in society.

In addition, the Company is also required to be able to provide a sense of security and comfort for employees in work, the work environment is also a factor that affects employee performance. According to Sedarmayanti (2011), Ramli and Soelton (2018), Parasakti and Yusnina (2017), Soelton and Magdalena (2018) work environment is the whole instruments and materials encountered, the surrounding environment in which a person works, methods of work, as well as arrangement of work either as individuals or as a group. If the work environment is good, then it can spur the emergence of a sense of satisfaction in the employees who ultimately can give a positive impact on employee performance. Soelton dan Oktapriatna (2018) in Mangkunegara (2011) Performance is the result of work in quality and quantity achieved by an employee in performing his duties in accordance with the responsibilities give to him.

LITERATURE REVIEW

Gender
Gender is the difference of roles, functions, and responsibilities between men and women that are the result of social construction and may change according to the ages (Sasongko, 2009). Meanwhile, according to Mulia (2007), Gender is a cultural concept used to distinguish the role, behavior, mentality, and emotional characteristics between men and women that develop in the society. Mansour (2012) explains that the concept of gender as an inherent trait of men and women is socially and culturally constructed. From some of the above opinions, it can be concluded that gender is the difference of roles, functions, and responsibilities between men and women which are the result of social or cultural constructs that can change according to the ages.

Gender Dimensions and Indicators
According to Mulia (2007) gender indicators, namely:
 a. Behavior, which is about differences in behavior of male and female superiors.
 b. Role, is a gender ideology in the past and present.
 c. Emotional characteristics, regarding the nature of male and female superiors in guiding their subordinates.
 d. Mentality, is the mental strength of men and women when under pressure.

Job Stress
Stress is not something strange or unrelated to a normal state that occurs in normal people or it can be said that stress does not always have a negative connotation. According to Robin (2008), Stress is a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand that is associated with what is desired and the result is perceived as uncertain and important. According to Suntoyo (2015), stress is a dynamic condition in which

a person is faced with a confrontation between opportunity, obstacle or demand for what he wants and produces in uncertain and important perceptions. This definition is quite complicated but basically there are three important criteria of stress, namely the opportunity, the obstacles, and the demand. Meanwhile, according to Umam (2010), stress is very individual and basically destructive if there is no balance between the mental endurance of the individual with the burden he feels.

Dimensions and Indicators of Job Stress

According to Robbins (2008), there are several dimensions and indicators of work stress as follows:
   a. Charges Task
      It is a factor that is attributed to a person's work such as a condition of work, and physical layout.
   b. Role Demands
      Associated with the pressure exerted on a person as a function of a particular role played within an organization.
   c. Organizational structure
      If the shape and structure of the organization are less clear and occur over a long period of time, then it can be a source of stress. The position of the individual within an organizational structure can also illustrate how stress levels are experienced.
   d. Leadership Attitude
      Leadership attitude towards employees can be a source of stress for employees. If a boss is not paying close attention to his employees will feel depressed and feel unnoticed.

Work environment

According to Sedarmayanti (2011), work environment is the whole instruments and materials encountered, the surrounding environment in which a person works, methods of work, as well as arrangement of work either as individuals or as a group. Meanwhile, according to Ekaningsih (2012), work environment within an organization has significant meaning for the individual who works in it, because this environment will directly affect the human being inside. Based on the above definition, it can be concluded that the work environment is everything that is around workers such as tools used, working methods used and work settings that can affect a person directly in doing his duties.

Work Environment Dimensions and Indicators

The working environment is divided into 2 types, namely physical work environment and non physical work environment. No direct or indirect work environment will affect performance, according to Sedarmayanti (2011):
   1. Physical work spaces
      - Lighting or Light in the Workplace
      - Air Temperatures at Work
      - Air Circulation in the Workplace
      - Noise at Work
      - Decorating at Work
   2. Non Physical Work Environment
      - Security in the Workplace
      - Inter-Employee Relations

Performance
According to Sedarmayanti (2011), "Kinerja" is a translation of performance that means the work of a worker, a management process or an organization as a whole, where the work must be shown concretely with evidence and can be measured (compared with predetermined standards). According Wibowo (2012), performance is a process of how the work takes place to achieve result. Meanwhile, according to Mangkunegara (2013), employee performance is the result of work in quality and quantity achieved by an employee in performing his/her duties in accordance with the responsibilities given to him/her. From some of the above definitions, it can be concluded that the performance is the work achieved by an employee with the standards set out in realizing the goals, objectives, mission and mission of the company. The performance of a person is said to be good if the work of the individual can go beyond the role or target specified by the company. Hapsi Ali et al. (2017) reveals that innovation is the ability to turn ideas into goods, processes or processes to solve problems and take advantage of the opportunities it faces. Innovation is a process by which the organization uses its capabilities and resources to develop new products or new system procedures. Innovations such as the need to take and learn together among members of community learning organizations.

Dimensions and Performance Indicators
According to Sedarmayanti (2011) , it is employee performance that affects how much or how big employees contribute to the organization, as measured in the criteria used as the basis for assessing performance. Performance dimension is divided into 5 (five), namely:
   1. Quality of work
   2. Presence and Timeliness (Promptness)
   3. Initiative
   4. Capability
   5. Communication

RESEARCH OBJECTIVE
The objectives of the study were as follows: to analyze the effect of gender differences, to analyze the effect of work environment and to analyze the effect of job stress on performance.

METHODOLOGY
The research process begins with identifying the problems in the place to be used as the research location, formulating identified problems, collecting basic theories that strengthen the foundations in the variables, preparing methods in data collection, preparing instruments, to determining statistical testing techniques used. In this research, the writer used a quantitative descriptive analysis, data analysis methods used that is a research design of causal research for analyzing the relationships between one variable with other variables, or how a variable affects other variables. The population in this research is at the office of Jakarta, period July – December 2017. Determination of the sample used in this study uses a type of saturated sampling technique. The term saturated sample is a census, where all members of the population are sampled. The design of analyze utilized in this research uses Multiple Linear Regression Analysis aimed to see the effect between two independent variables with one dependent variable. The statistical approach for this is through multiple linear regression analysis that is useful for determining the magnitude of the influence between two or more variables at the same time looking at the level of influence. This method is also commonly used to predict or calculate the value of a variable between more than one predictor variable independent variable to the dependent variable.

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

Multiple regression analysis is used as a statistical analysis because this research is designed to examine the influential variables of independent variables (Gender, Job Stress and Work Environment) to the dependent variable (Employee Performance) where variable used in this research more than one. So the formulation of the analysis model used in this study according to Sugiyono (2012), namely:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Note:
Y = Employee Performance
a = Constants
X1 = Gender
X2 = Working Stress
X3 = Work Environment
b1, b2, b3 = Regression Coefficients
e = Error / nuisance variable

Coefficient of Determination (R2)

The coefficient of determination aims to find out how big the influence of variable X1 (Gender), X2 (Working Stress), X3 (Work Environment) to variable Y (Performance).

Partial Significance Test (t test)

This test aims to examine the effect of independent variables (Gender, Job Stress, and Work Environment) on the dependent variable (Employee Performance) separately or partially. Decision-making can be done by looking at the probability:
1) If the probability / significance > 0.05 then the model is rejected
2) If the probability / significance < 0.05 then the model is accepted

Decision making is also done by comparing t table with t arithmetic with the level of significant (a) level of 5% (error rate 5% or 0.05) or 95% or 0.95 can be used the formula:

$$df = n - k$$

Where:
n: number of observations / samples of regressors.
k: number of variables (independent + dependent)
basic decision-making:
1) If t count ≤ t table, then Ho accepted and Ha rejected.
2) If t count ≥ t table, then Ho is rejected and Ha accepted.

Validity test

The validity of this research is done on 86 respondents, this validity test is done to find out whether the questionnaire used is able to express what the questionnaire wants to measure. If the correlation value > 0.212 (n = 86, r table value for df = 86-2 = 84, α 0.05) then said the item is valid. The result of validity test shows that all Gender instruments, work stress, work environment and employee performance are valid.

Reliability Test
Reliability measurement that will be used in this research is to use SPSS analysis tool (Statistical Package for Social Science) version 23, ie by statistical test Cronbach Alpha (a). If all constructs in the study have Cronbach's Coefficient Alpha of at least 0.60 or more, then the respondent's answer to the questions used to measure each constuction is consistent and reliable constructs (Ghozali, 2011). The reliability test results of all Gender instruments, work stress, work environment, and employee performance show reliable.

Data analysis
Classical assumption test covers Normality Test, Multicolinality Test, and Heteroscedasticity test, after testing, all data normal and there are no multicolloniarity symptoms.

Multiple Linear
Regression AnalysisThe influence of gender (X1), work stress (X2), and work environment (X3) on employee performance (Y) at company can be known by multiple linear regression formula using SPSS version 23 sofwre, and data obtained as in the following table:

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.161	6.089		3.475	0.001
Gender	0.375	0.143	0.259	2.617	0.011
Stres Kerja	-0.381	0.181	-0.198	-2.104	0.038
lingkungan Kerja	0.688	0.173	0.389	3.984	0

a. Dependent Variable: Kinerja Karyawan

Based on the above table the formulation of multiple linear regression equation for independent variables (gender, work stress and work environment) to the dependent variable (employee performance) can be obtained as follows:

$$Y = a + b1 \ X1 + b2 \ X2 + b3 \ X3 \ e$$
$$Y = 21,161 + 0,375X1 + (-0,381) \ X2 + 0,688 \ X3 + e$$

Where:
Y = Employee Performance
 a = Constants
X1 = Gender
X2 = Working Stress
X3 = Work Environment
 e = Residual error

From the equation, it can be concluded as follows:
  a. The constant of 21,161 is the intersection of the regression line with the Y axis showing the performance of Company employee when the independent variables are gender (X1), work stress (X2) and work environment (X3) is equal to zero (0).
  b. The variable that is gender (X1) has positive regression coefficient, meaning that if the variable that is gender (X1) increases by unit then performance of Company employee will increase by regression coefficient value is 0,375 with other assumption that other independent variables constant.

c. Job stress variable (X2) has negative regression coefficient, meaning that if job stress variable (X2) decreases by unit then employee performance at Company will increase by its regression coefficient value (-0,381) with assumption that other independent variables constant.

d. The working environment variable (X3) has a positive regression coefficient, meaning that if the work environment variable (X3) increases by unit then the employee performance at Company will increase by the value of regression coefficient is 0,688 with assumption that other independent variables constant.

Hypothesis Test Results

From the results of Determination Coefficient Test (R2) it is known that the result of coefficient of determination (adjusted R2) is 0.272, which means 27.2% employee performance can be explained by gender variables, work stress and work environment. While 72.8% is explained by other variables not included in this research model.

Partial Significance Test (t test)

This test aims to examine the effect of the independent variables (gender, work stress and work environment) on the dependent variable (employee performance) separately or jointly. Ghazali (2011) said that the basic decision-making:

1. If probability / significance > 0.05 then Ho accepted and Ha rejected.
2. If the probability / significance <0.05 then Ho is rejected and Ha accepted.

Here are the results of the t test that has been done:

a. Hypothesis Test of influence of gender on employee performance.
    Based on the result of t test, it can be seen that t count value in gender (X1) is 2,617 bigger than t table value 1,989 and significant value from gender variable 0,011 less than 0,05, so Ho is rejected and Ha accepted, thus it can be stated that gender variable has partially positive and significant effect on employee performance.

b. Hypothesis Test of the influence of job stress on employee performance.
    Based on t test results, it can be seen that the value of t count on work stress variable (X2) is (-2.104) is greater than the value of t table 1.989 and significant value of work stress variable 0.038 less than 0.05, so Ho is rejected and Ha accepted, then it can be stated that job stress variable has partially negative and significant effect on employee performance.

c. Hypothesis test of the influence of work environment on employee performance.
    Based on the result of t test, it can be seen that t value on work environment variable (X3) is 3,984 bigger than t value table 1,989 and significant value from work environment variable 0.000 less than 0,05, so Ho is rejected and Ha accepted, work environment variable has partially positive and significant effect on employee performance.

DISCUSSION RESULTS
The Influence Of Gender On Employee Performance

Based on the results of the first hypothesis test that shows that gender has a positive and significant impact on employee performance,the result of this hypothesis is also strengthened by research of Ayu (2014): gender has positive effect on employee performance with t value equal to 3,011 bigger than t table value equal to 1,994. In this study, the gender variable has a t value of 2.617 greater than the value of t table of 1.989, the hypothesis we receive is Ha1, so it can be concluded that the gender variable (X1) has a positive and significant effect on the performance of PT Sinergi Alam Tropika employees, when gender increases   employee

performance will increase so that with the equitable role of gender the employee performance will be better.

The Influence of Work Stress on Employee Performance
Based on the results of the second hypothesis test stating that job stress has a negative and significant effect on employee performance, the result of this hypothesis is reinforced by research from Nur (2013) with t count value equals to -6,693 bigger than t table value 1,980. In this research, work stress has t count (-2,062) bigger than t table 2,011, the hypothesis we receive is Ha2, so it can be concluded that work stress variable (X2) has negative and significant effect on employee performance at PT Sinergi Alam Tropika, and it means the lower the work stress level of employee of PT Sinergi Alam Tropika the employee performance will increase.

The Effect of Work Environment on Employee Performance
Based on the results of the third hypothesis test stating that the work environment has a negative and significant impact on employee performance, the result of this hypothesis is reinforced by research of Garadjito (2014) that work environment has positive influence on employee performance with t count value 2,567 bigger than t table value 2,001. In this study, environmental variables have t count value of 3.984, greater than the t table value 1.989, the hypothesis we receive is Ha3, so it can be concluded that the work environment variable (X1) has a positive and significant effect on the work performance of PT Sinergi Alam Tropika employees, the better the work environment, the performance of PT Synergy Alam Tropika employees will increase.

CONCLUSION AND RECOMMENDATION
Conclusion
1. Gender has a positive and significant impact on employee performance
2. Working stress has a negative and significant effect on employee performance
3. Work environment has a positive and significant impact on employee performance

Recommendation
It is expected that the company will be more aware that there is equal rights and obligations between women and men. The company should not judge a person in terms of gender differences but company should judge on their performance and behavior in performing the work. It is expected that the company will give more clarity to what to do to avoid ambiguity. Lack of clarity will cause confusion and doubt for someone to carry out a job. The company should consider the workplace conditions, especially for the air temperature in the workplace, it is advisable that company repair / replace the AC that has long been operated in the company. If employees feel comfortable with the environment in which they work then the performance will increase.

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