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RESEARCH ARTICLE

The Influence of Work Stress, Job Design and Organizational Climate on The Performance of Public Empowerment Experts In Sungai Penuh City

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ARTICLE INFO	ABSTRACT
	This study aims to determine the influence and the magnitude of the influence of Job Stress, Job Design and Organizational Climate on the Performance of Community Empowerment Experts in Sungai Penuh City simultaneously and partially. Obtained samples from this study amounted to 42 people. Data was collected using a questionnaire that had been tested for validity and reliability. The data analysis technique used was multiple regression analysis and hypothesis testing using the t test and F test. The results showed that Job Stress had a significant effect on the Performance of Community Empowerment Experts in Sungai Lilin City, this is evidenced by t count > t table (8.143 > 2 .02439) and with a significance value = 0.000 <0.050 and the magnitude of the influence of 50.8%. Job Design has a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Penuh, this is evidenced by t count > t table (3.017 > 2.02439) and with a significance value = 0.005 <0.050 and the magnitude of the influence is 6.1%. Organizational climate has a significant effect on the performance of Community Empowerment Experts in the City of Sungai Bawah, this is evidenced by t count > t table (3.987 > 2.02439) and with a significance value = 0.000 <0.050 and the magnitude of the influence is 18.7%. Job Stress, Job Design and Organizational Climate have a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Penuh simultaneously, this is evidenced by F count > F table (38.980 > 2.82) and with a significance value = 0.000 <0.05 and the magnitude of the influence 75.5% 005 <0.050 and the magnitude of the effect is 6.1%. Organizational climate has a significant effect on the performance of Community Empowerment Experts in the City of Sungai Penuh, this is evidenced by t count > t table (3.987 > 2.02439) and with a significance value = 0.000 <0.050 and the magnitude of the influence is 18.7%. Work Stress, Job Design and Organizational Climate have a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Kunci simultaneously, this is evidenced by F count > F table (38.980 > 2.82) and with a significance value = 0.000 <0.05 and the

magnitude of the influence 75.5% 005 <0.050 and the magnitude of the effect is 6.1%. Organizational climate has a significant effect on the performance of Community Empowerment Experts in the City of Sungai Bawah, this is evidenced by t count > t table (3.987 > 2.02439) and with a significance value = 0.000 <0.050 and the magnitude of the influence is 18.7%. Job Stress, Job Design and Organizational Climate have a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Kunci simultaneously, this is evidenced by F count > F table (38.980 > 2.82) and with a significance value = 0.000 <0.05 and the magnitude of the influence 75.5% 02439) and with a significance value = 0.000 <0.050 and the magnitude of the effect is 18.7%. Job Stress, Job Design and Organizational Climate have a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Kunci simultaneously, this is evidenced by F count > F table (38.980 > 2.82) and with a significance value = 0.000 <0.05 and the magnitude of the influence 75.5% 02439) and with a significance value = 0.000 <0.050 and the magnitude of the effect is 18.7%. Job Stress, Job Design and Organizational Climate have a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Kunci simultaneously, this is evidenced by F count > F table (38.980 > 2.82) and with a significance value = 0.000 <0.05 and the magnitude of the influence 75.5%.

INTRODUCTION

The Community Empowerment Expert Office is an office engaged in the implementation of a national community empowerment program, which includes activities to provide assistance and supervision of the use of village funds disbursed by the central government or village ministry to villages throughout Indonesia.

Village Community Assistance is a Village Community Empowerment activity through assistance, organizing, directing, and village facilitation. PDTT Village Regulation 18 of 2019 concerning General Guidelines for Village Community Assistance stipulated by the Minister of Village of PDTT Eko Putro Sandjojo on 15 October 2019 in Jakarta. Regulation of the Minister of Village.

According to Sutedjo & Mangkunegara, (2018) Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him.

Meanwhile, according to Handoko (2001) Employee performance can be influenced by several factors, namely: Motivation, Job Satisfaction, Stress Levels, Physical Conditions of Work, Compensation Systems and Job Design.

The phenomena that occur regarding the performance of the Community Empowerment Assistant for the City of Sungai Penuh are:
1. There is still a lack of quality work in completing good work in the accuracy to achieve good work results so that it is not in accordance with the work method applied.
2. There are many types of work that must be done so that the assistants have to do work outside their main duties and functions that are not in accordance with the work they have to do.

Robbins (2006), defines job stress as a dynamic condition in which individuals face opportunities, constraints, or demands related to what they really want and whose results are perceived as uncertain but important.

Phenomena that occur that can cause work stress to the workforce The Assistants for Community Empowerment for the City of Sungai Penuh are:

1. The large number of role demands results in a lack of clear communication and information about the tasks to be carried out between colleagues, causing conflict between workers and misunderstandings that result in a lack of enthusiasm for work.

2. There is an unclear organizational structure that creates a feeling of fear of losing a job where on average these assistant workers use a work contract system that requires them to perform optimally to obtain a predetermined performance score.

Dessler (2011), in Irnanda said job design is a written statement about what the worker must do, how the person does it, and what the working conditions are.
Phenomena that occur that can influence Job Design in this case are :

1. There are still job descriptions that are not in accordance with the skills and abilities of workers and a lack of a mechanical approach between task and responsibility relationships that seeks to identify each task in a job in order to minimize time and effort.

2. The large amount of work that must be done outside of the work context has led to the implementation of tasks outside the given schedule and there is still a lack of work authority standards that are able to create variations of work to eliminate boredom over routine work. According to Wirawan (2009), states that organizational climate is the perception of members of the organization (individually or in groups) and those who are constantly in contact with the organization about what is or happens in the environment internal organization on a regular basis.

In the explanation above, there is an organizational climate phenomenon that occurs in the Community Empowerment Assistant for the City of Sungai Penuh, which includes:

1. Often there are differences of opinion between workers, giving rise to little conflict between workers and lack of supporting facilities such as employee workspaces, living rooms and other facilities.

2. There is still a lack of support between co-workers in resolving any problems both in the field and in the office, and there is a relocation of assistants which results in changes in the organizational climate that can cause conflict between workers.

Based on previous research conducted by KS Wirya, ND Andiani, NLWS Telagawathi (2020) "The Effect of Job Stress and Job Satisfaction on Employee Performance at Pt. BPR Sedana Murni". This study aims to obtain proven explanatory findings about the effect of job stress and job satisfaction on employee performance, work stress on job satisfaction, job stress on employee performance, and job satisfaction on employee performance at PT. BPR Sedana Murni. This study uses a

causal quantitative research design. The research subjects were all employees of PT. BPR Sedana Murni, and the objects of research are job stress, job satisfaction, and employee performance.

METHODOLOGY

Population and Sample

According to Sugiyono (2013) population is the totality of all values resulting from quantitative calculations or measurements of certain characteristics regarding a complete and clear set of objects to be studied. As for the total population, namely the entire workforce in the Office of Community Empowerment Experts in the City of Sungai Penuh, there are 42 people.

Data Analysis Methods and Tools Descriptive Analysis

Descriptive analysis is aimed at describing each variable in the data pooling into the form of the results of the frequency distribution, then an analysis of the percentage of the mean standard deviation, the level of achievement of respondents and the coefficients is carried out as well as providing an interpretation of the analysis. The steps in the descriptive data analysis technique carried out according to Arikunto (2006) are:

1. Average Score :

$$\text{Average score} = \frac{\Sigma fi \ x \ W}{\Sigma f} \dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots (2)$$

Where :

Σfi = Total frequency
W = Weight

Σf = Total Frequency

2. Total Respondent Achievement (TCR)

The percentage of the descriptive analysis method uses the TCR formula as follows:

$$TCR = \frac{Rata - rata\ skor}{Skor\ tertinggi} \times 100\ \% \dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots(3)$$

Multiple linear regression

Multiple linear regression analysis is an analytical tool for forecasting the value of the influence of two or more independent variables on the dependent variable to prove whether or not there is a functional influence or a causal effect between two or more independent variables with one dependent variable. In this

study the data analysis technique used was SPSS version 20.00. The equation model for multiple regression analysis (Sugiyono, 2009:113) is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e \dots\dots\dots (4)$$

Information:

Y : Dependent Variable (Employee Performance)

Y X1 : Independent Variable 1 (Leadership)

X1X2 : Independent Variable 2 (Communication)

X2 X3 : Independent Variable 3 (Work Discipline)

X3 b1 : Leadership Coefficient

b2 : Communication Coefficient

b3 : Work Discipline Coefficienta

: Constant

e : error

Coefficient of Determination

1. **Partially**

   To determine the magnitude of the influence of Job Stress, Job Design, and Organizational Climate on the Performance of Community Empowerment Experts in Sungai Penuh City partially. According to Gujarati (2006) with the following formula:

   KD = (Beta x Zero Order) x 100%

2. **Simultaneously**

   To determine the magnitude of the influence of Job Stress, Job Design, and Organizational Climate on the Performance of Community Empowerment Experts in Sungai Penuh City simultaneously. According to Gujarati (2006) with the coefficient of determination formula as follows:

   KD = R2x100%

   Information:

   KD : Coefficient of determination R2 = Correlation coefficient

Hypothesis Testing Test t (Partial)

The t test is part of the statistical test which is a test of the partial correlation coefficient used to prove the effect of the independent variable on the dependent variable, in which one of the independent variables is controlled. Sugiyono (2011:67) formulates the t test as follows:

$$tcount = \frac{b_i}{s/\sqrt{n}} \dots\dots\dots\dots(7)$$

Information :

b_i = coefficient regression

s = sample standard deviation

n = number of samples

F Test (Simultaneous)

To find out the significance of the multiple correlation, look for Fcount first and then compare it with FTabel. Sugiyono (2011:68) formulates the F test as follows:

$$F = \frac{R2 / (k-1)}{(1 - R2) / n - k} \dots\dots\dots(10)$$

Information :

R2 = The coefficient of determinationn = Amount sample

k = Amount independent variables

RESULT AND DISCUSSION

Description of Research Results Descriptive Analysis

1. Employee Performance (Y)

To see the descriptive analysis of the variable performance of the Community Empowerment Experts in the City of Sungai Penuh. Following are the results of the percentage of answers for each question on the Employee Performance variable, an overview of the respondents' answers to the Employee Performance variable Y is obtained as follows:

1. The average Total Respondent Achievement (TCR) of the Employee Performance variable is 89.42% or is in good condition.
2. Indicators of Employee Performance consisting of 5 indicators obtained the lowest average Total Achievement of Respondents (TCR) in the "Responsibility" indicator with an average Total Achievement of Respondents (TCR) of 86.63% in a good position.
3. Indicators of Employee Performance consisting of 5 indicators obtained the highest average Total Achievement of Respondents (TCR) in the indicator "Quantity of Work" with an average Total Achievement of Respondents (TCR) of 90.32% which is in a very good position.

2. Work Stress (X1)

To see a descriptive analysis of the Work Stress of Community Empowerment Experts in the City of Sungai Penuh. Following are the results of the percentage of answers for each question on the Job Stress variable, an overview of the respondents' answers on the Job Stress variable (X1) can be obtained as follows:

1. The average Respondent Total Achievement (TCR) variable of Work Stress is 89.33% or is in good condition.
2. The indicator of Job Stress consisting of 5 indicators obtained the lowest average Total Achievement of Respondents (TCR) in the "Demands of Tasks" indicator with an average Total Respondents Achievement (TCR) of 87.30% in a good position.

3. The indicator of Job Stress which consists of 5 indicators obtained the highest average Total Achievement of Respondents (TCR) in the "Demands of Role" indicator with an average Total Respondents Achievement (TCR) of 90.48% which is in a very good position.

3. Job Design (X2)

To see a descriptive analysis of the Work Stress of Community Empowerment Experts in the City of Sungai Penuh. Following are the results of the percentage of answers for each question on the Job Stress variable, an overview of the respondents' answers on the Job Design variable (X2) can be obtained as follows:

1. Respondents' Total Achievement Average (TCR) for the Job Design variable was 89.52% or in good condition.
2. Indicators from Job Design which consists of 6 indicators obtained the lowest average Total Achievement of Respondents (TCR) in the indicator "Relationship of Duties and Responsibilities" with an average Total Respondents Achievement (TCR) of 83.49% in the position pretty good.
3. The indicators from the Job Design which consists of 6 indicators obtained the highest average Total Respondent Achievement (TCR) in the "Authority and Occupation Standards" indicator with an average Total Respondent Achievement (TCR) of 94.29% in a very good position. Good.

4. Organizational Climate (X3)

To see a descriptive analysis of the Organizational Climate of Community Empowerment Experts in the City of Sungai Lilin. Following are the results of the percentage of answers for each question on the Organizational Climate variable. It can be obtained an overview of the respondents' answers on the Organizational Climate variable (X3) as follows:

1. The average Total Respondent Achievement (TCR) of the Organizational Climate variable is 88.38% or is in good condition.
2. The indicator of Organizational Climate which consists of 5 indicators obtained the lowest average Total Achievement of Respondents (TCR) in the "Conflict" indicator with an average Total Achievement of Respondents (TCR) of 82.86% which is in a fairly good position.
3. The indicator of Organizational Climate consisting of 5 indicators obtained the highest average Total Achievement of Respondents (TCR) in the "Warmth" indicator with an average Total Achievement of Respondents (TCR) of 91.11% which is in a very good position.

Data Analysis and Discussion of Data Analysis
1. Multiple Linear Regression

The multiple linear regression equation can be seen from the table of coefficients test results based on the output of SPSS version 26, to find out the effect of the three independent variables, namely Job Stress, Job Design and Organizational Climate on the

Performance of Community Empowerment Experts in Sungai Penuh City, shown in table 4.1 below:

Table 1. Multiple linear regression

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	correlations		
		B	std. Error	Beta			Zero-order	Parthi ans l	Part
1	(Constant)	-17,271	8,857		-1,950	.059			
	Work Stress	,604	,074	,683	8.143	,000	,744	,797	,654
	Worker Design aan	,227	.075	,249	3,017	,005	,243	,440	,242
	Organizatio nal Climate	,386	,097	,338	3,987	,000	,552	,543	,320

Coefficientsa

a.   Dependent Variable: Employee Performance

From table 4.1 above, the multiple regression equation model can be obtained as follows:

$$Y = -17.271 + 0.604 X1 + 0.227 X2 + 0.386 X3$$

With the explanation of the equation above is:

1. The constant value is the negative (-) direction of -17.271, meaning that if the variables of Job Stress, Job Design and Organizational Climate are considered constant (fixed or no change), then Employee Performance decreases by 17.271.
2. The coefficient value of Work Stress (X1) is + 0.604, which is positive, meaning that the effect of Work Stress is positive, the better the Job Stress, the greater the tendency for performance to increase.
3. The coefficient value of Job Design (X2) is + 0.227, which means that the influence of Job Design is positive, the better the Job Design, then there is a tendency for an increase in performance.
4. The coefficient value of Organizational Climate (X3) is + 0.386, which is positive, meaning that the influence of Organizational Climate is positive, the better the Organizational Climate, then there is a tendency for performance to increase.

2. Coefficient of Determination
Coefficient of Determination Simultaneously

In order to find out how much influence Job Stress, Job Design and Organizational Climate have on the Performance of Community Empowerment Experts in Sungai Penuh City, it can be explained in the table below:

Table 2. Coefficient of Determination Simultaneously
Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Change Statistics				
					R Square Change	Fchange	df1	df2	Sig. F Change
1	,869a	,755	,735	3,432	,755	38,980	3	38	,000

Based on the analysis of table 4.10, the R Square (Determination) is 0.755, which is the squaring of the correlation coefficient of 0.869 R Square can be called the Coefficient of Determination or can be determined by the formula for the coefficient of determination as follows:

$$KD = R^2 \times 100\%$$
$$= (0.869)^2 \times 100\%$$
$$= 75.5\%$$

The coefficient of determination which means 75.5% is the influence of the variable Job Stress, Job Design and Organizational Climate on the Performance of Community Empowerment Experts in Sungai Penuh City. While the rest (100% - 75.5%), namely 24.5% is explained by other causal factors not examined in this study.

Partial Coefficient of Determination

To find out how much the influence of Job Stress, Job Design and Organizational Climate on the Performance of Community Empowerment Experts in Sungai Penuh City partially. Then it can be explained in the table below:

Table 3. Coefficient of Determination Partially Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	correlations		
		B	std. Error	B et a			Zero-order	Parthi ans l	Part
1	(Constant)	-17,271	8,857		-1,950	.059			
	Work Stress	,604	,074	,683	8.143	,000	,744	,797	,654
	Job Design	,227	.075	,249	3,017	,005	,243	,440	,242
	Organizational Climate	,386	,097	,338	3,987	,000	,552	,543	,320

With an explanation of the Partial Determination Coefficient is:

a. Great Influence of Job Stress on Employee Performance

To find out how big the effect of work stress on the performance of the Community Empowerment Experts in the City of Sungai Penuh is partially. Based on table 4.11 it can be determined by the following formula:

KD   = Beta x Zero Orders x 100

= 0.683 x 0.744 x 100%

= 50.8%

This means that the large influence of work stress on the performance of the Community Empowerment Experts in Sungai Penuh City is 50.8% partially.

b. Great Effect of Job Design on Employee Performance

To find out how much influence Job Design has on the Performance of Community Empowerment Experts in Sungai Penuh City partially. Based on table 4.11 it can be determined by the following formula:

KD= Beta x Zero Order x 100%

= 0.249 x 0.243 x 100%

= 6.1%

This means that the large influence of job design on the performance of the Community Empowerment Experts in Sungai Penuh City is 6.1% partially.

c. Great Influence of Organizational Climate on Employee Performance

To find out how big the influence of Organizational Climate on the Performance of Community Empowerment Experts in the City of Sungai Penuh is partially. Based on table 4.11 it can be determined by the following formula:

KD = Beta x Zero Order x 100%

= 0.338 x 0.552 x 100%

= 18.7%

This means that the influence of Organizational Climate on the Performance of Community Empowerment Experts in the city of Sungai Penuh is 18.7% partially.

3. Hypothesis Test Test t

In order to test the significant effect of work stress, job design and organizational climate on the performance of the Community Empowerment Experts in Sungai Penuh City, partially use the t test. Test t by comparing the value of t count> t table. With a significance level for a two-tailed test with α = 5% (0.05), the formula used according to Sugiyono (2013) obtains a t table by:

$$df = n - k \quad df = 42 - 4$$
$$dff = 38$$

With information where n = number of respondents and k = number of variables so that with df = 38 and α = 5% (0.05) the t table is: 2.02439. Meanwhile, the t count can be explained in the table below :

Table 4. Summary results of the t test

Coefficientsa

Model		Unstandardized Coefficiencyents		Standardized Coefficients	Q	Sig.	correlations		
		B	std. Error	B et a			Zero-order	Part hians l	Part
1	(Constant)	-17,271	8,857		-1,950	.059			
	Work Stress	,604	,074	,683	8.143	,000	,744	,797	,654
	Design Work	,227	.075	,249	3,017	,005	,243	,440	,242
	Organizational Climate	,386	,097	,338	3,987	,000	,552	,543	,320

a. Dependent Variable: Employee Performance

In Table 4 it can be seen the results of the t test as follows:

a. Job Stress has a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Penuh, this is evidenced by t count > t table (8.143 > 2.02439) and with a significance value = 0.000 <0.050 then Ho is rejected and Ha is accepted, meaning that there is a significant influence

between Work Stress on the Performance of Community Empowerment Experts in Sungai Penuh City.

b. Job Design has a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Penuh, this is evidenced by t count > t table (3.017 > 2.02439) and with a significance value = 0.005 <0.050 then Ho is rejected and Ha is accepted, meaning that there is a significant influence between Job Design on the Performance of the Community Empowerment Experts in Sungai Penuh City.

c. Organizational climate has a significant effect on the performance of Community Empowerment Experts in the City of Sungai Penuh, this is evidenced by the t count > t table (3.987 > 2.02439) and with a significance value = 0.000 <0.050 then Ho is rejected and Ha is accepted, meaning that there is a significant influence between Organizational Climate on the Performance of the Community Empowerment Experts in Sungai Lilin City.

F test

In order to test the significant effect of work stress, job design and organizational climate on the performance of the Community Empowerment Experts in Sungai Penuh City simultaneously use the F test. F test by comparing the value of F count> F table. With a significance level for a two-tailed test with α = 5% (0.05), using the formula used according to Sugiyono (2013) we get an F table by:

df1 = k – 1 (4 – 1 =3)
df2 = n – k (42 – 4 =38)

With information where n = the number of respondents and k = the number of variables so that with df1 = 3 and df2 = 38, and α = 5% (0.05) we get Ftable is Ftable is: 2.85. So the results of the F test can be seen in the table below:

Table 5. F Test Summary Results ANOVAa

Model		Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	1377,242	3	459,081	38.980	,000 b
	residual	447,543	38	11,777		
	Total	1824,786	41			

b. Dependent Variable: Employee Performance

c. Predictors: (Constant), Organizational Climate, Job Design, Job Stress

Based on table 5 from the ANOVA test or F test it turns out that F count is 38.980: where F count > F table (38.980 > 2.82) and with a significance value = 0.000 <0.05 then Ho is rejected and Ha is accepted meaning Work Stress, Job Design and Organizational Climate has a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Penuh.

CONCLUSION

Based on the description and explanation of the previous chapters, it can be conclusions are drawn as follows:

1. The Influence of Job Stress, Job Design and Organizational Climate on the Performance of Community Empowerment Experts in the City of Sungai Penuh, partially and simultaneously, are:

    1) Work stress has a significant effect on the performance of Community Empowerment Experts in Sungai Penuh City, this is evidenced by t count > t table (8.143 > 2.02439) and with a significance value = 0.000 <0.050 then Ho is rejected and Ha is accepted, meaning that there is influence a significant difference between work stress and the performance of the Community Empowerment Experts in Sungai Penuh City.

    2) Job Design has a significant effect on the Performance of Empowerment Experts in Sungai Penuh City, this is evidenced by t count > t table (3.017 > 2.02439) and with a significance value = 0.005 <0.050 then Ho is rejected and Ha is accepted, meaning that there is a significant influence between Job Design and Performance of Community Empowerment Experts in Sungai Penuh City.

    3) Organizational climate has a significant effect on the performance of Empowerment Experts in the City of Sungai Bawah, this is evidenced by t count > t table (3.987 > 2.02439) and with a significance value = 0.000 <0.050 then Ho is rejected and Ha is accepted, meaning that there is a significant influence between Organizational Climate on the Performance of Community Empowerment Experts in Sungai Lilin City.

    4) Work Stress, Job Design and Organizational Climate have a significant effect on the Performance of Community Empowerment Experts in the City of Sungai Kunci simultaneously, this is evidenced by F count > F table (38.980 > 2.82) and with a significance value = 0.000 <0.05.

2. The Magnitude of Effect of Job Stress, Job Design and Organizational Climate on the Performance of Community Empowerment Experts in the City of Sungai Penuh, partially and simultaneously, are:

    1) The magnitude of the influence of Job Stress on the Performance of Community Empowerment Experts in the City of Sungai Penuh is partial is 50.8%.

    2) The influence of Job Design on the Performance of Community Empowerment Experts in Sungai Penuh City is 6.1% partially.

3) The magnitude of the influence of Organizational Climate on the Performance of Community Empowerment Experts in Sungai Penuh City is 18.7% partially.

The influence of Job Stress, Job Design and Organizational Climate on the Performance of Community Empowerment Experts in Sungai Penuh City is 75.5%.

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