



THE RELATIONSHIP BETWEEN WORKLOAD AND WORK STRESS AMONG EMPLOYEES AT PT EVERBRIGHT RANTAUPRAPAT BRANCH

(Case Study: Jalan Adam Malik, Darat, South Rantau District)

HUBUNGAN ANTARA BEBAN KERJA DAN STRESS KERJA DI ANTARA KARYAWAN PT EVERBRIGHT CABANG RANTAUPRAPAT

(Studi Kasus: Jalan Adam Malik, Darat, Kabupaten Rantau Selatan)

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Abstract

This study aims to determine “The Relationship Between Workload and Work Stress Among Employees at PT Everbright Rantauparapat Branch.” Workload was measured through indicators of targets to be achieved, working conditions, use of working time, work standards, and work stress was measured through indicators of task demands, role demands, organizational leadership, and interpersonal demands. The research population consisted of 36 people with a saturated sampling technique. Primary data were obtained from Likert-scale questionnaires. Based on the results of data analysis conducted, it was found that the research data met the normality assumption, as indicated by a significant value of 0.087, meaning that the data were normally distributed. In addition, the results of the linearity test showed a significance value of deviation from linearity of 0.500, which means that the relationship between workload and work stress is linear. Furthermore, the results of the simple linear regression test showed that there was a relationship between workload and work stress with a result of 0.534, meaning that there is a fairly strong relationship between workload and work stress.

Keywords : Workload, Work Stress, Worker.

Abstrak

Penelitian ini bertujuan untuk menentukan “Hubungan Antara Beban Kerja dan Stres Kerja di Kalangan Karyawan PT Everbright Cabang Rantauparapat.” Beban kerja diukur melalui indikator target yang harus dicapai, kondisi kerja, penggunaan waktu kerja, dan standar kerja, sedangkan stres kerja diukur melalui indikator tuntutan tugas, tuntutan peran, kepemimpinan organisasi, dan tuntutan interpersonal. Populasi penelitian terdiri dari 36 orang dengan teknik sampling jenuh. Data primer diperoleh dari kuesioner skala Likert. Berdasarkan hasil analisis data yang dilakukan, ditemukan bahwa data penelitian memenuhi asumsi normalitas, sebagaimana ditunjukkan oleh nilai signifikan 0.087, artinya data terdistribusi secara normal. Selain itu, hasil uji linearitas menunjukkan nilai signifikansi penyimpangan dari linearitas sebesar 0,500, yang berarti hubungan antara beban kerja dan stres kerja bersifat linear. Lebih lanjut, hasil uji regresi linier sederhana menunjukkan adanya hubungan antara beban kerja dan



stres kerja dengan hasil 0,534, yang berarti terdapat hubungan yang cukup kuat antara beban kerja dan stres kerja..

Kata Kunci : Beban Kerja, Stres Kerja, Pekerja.

1. INTRODUCTION

In the world of work, workload is one of the important factors that affect both performance and the psychological condition of employees (Firman et al., 2022). Excessive workload can cause pressure, fatigue, and work stress (Tarwaka, 2020). Robbins and Judge (2019) stated that work stress occurs when job demands are not in accordance with an individual's ability to cope with them. Based on the results of observations, several problems of workload and work stress among employees were found, namely the large number of tasks that must be completed in a short time, employees experiencing work stress tend to have difficulty focusing, tire easily, and decreased work motivation. Based on these conditions, this study was conducted to determine the relationship between workload and work stress among employees at PT Everbright Rantauparapat Branch. The research problem is: How is the relationship between workload and work stress among employees at PT Everbright Rantauparapat Branch? This research is expected to be useful for:

- ✓ The author, to increase understanding and insight into the interrelated concepts of workload and work stress.
- ✓ The company, as a basis for designing strategies to reduce the level of work stress.
- ✓ Academics, as a research reference for future studies.

High workload will increase fatigue and work stress if not balanced with organizational support. The main indicators of HR development include: work targets, working conditions, use of working time, and work standards (Pujiarti, 2020).

Work stress is emotional or physical tension due to excessive work demands (Handoko in Widiyanti & Herlina, 2019). According to Sulastri & Onsardi (2021), work stress is influenced by role demands, leadership, and social interaction in the workplace. Indicators of work stress include: task demands, role demands, leadership style, and interpersonal demands (Tinambunan et al., 2020).

2. RESEARCH METHOD

This study used a descriptive quantitative approach (Amelia et al., 2023). The research location was PT Everbright Rantauparapat Branch, located at Jl. Adam Malik, South Rantau District.

Population and Sample

The research population consisted of 36 employees, which included all employees at PT Everbright Rantauparapat Branch. Since the number of population equals the sample, a saturated sampling technique was used so that the entire population was used as the sample for this study.



Data Collection Techniques

- ✓ Observation: Direct observation of employee conditions.
- ✓ Questionnaire: Distributed to 36 respondents using a Likert scale of 1–5.
- ✓ Literature Study: Using relevant literature.

Operational Definition of Variables

- ✓ Workload (X): Targets to be achieved, working conditions, use of working time, work standards.
- ✓ Work Stress (Y): Task demands, role demands, organizational leadership, interpersonal demands.

Data Analysis Techniques

The analysis was carried out using validity tests, reliability tests, normality tests, linearity tests, and simple linear regression tests with the help of SPSS software.

3. RESULT AND DISCUSSION

Respondent Characteristics

The majority of respondents were male and female with dominant ages between 18–50 years and work tenure of 2–7 years.

Validity and Reliability Test

All questionnaire items were valid with $r_{\text{count}} > r_{\text{table}}$ (0.329). The reliability value for the Workload variable was 0.874, while employee performance was 0.878, indicating that the instrument was reliable.

Simple Linear Regression Test

The t count value was $3.683 > t_{\text{table}} 2.032$, with a significance of $0.001 < 0.05$. This indicates that there is a positive and significant relationship between the two variables with a (moderately strong) category. The regression coefficient value of 0.529 means that every 1-unit increase in workload will increase work stress.

Discussion

The results of this study prove that workload is positively related to work stress. High work targets increase task demands, stressful working conditions affect employee roles, tight use of working time is influenced by leadership style, and high work standards trigger tension among coworkers. This study is consistent with previous research conducted by Rizky Handayani (2022), which showed a significant positive relationship between workload and work stress. However, these results differ from the findings of Dameria Noviana Habeahan (2023), which showed no significant relationship between workload and work stress..

4. CONCLUSION

- ✓ Based on the results of the study on the relationship between workload and work stress among employees at PT Everbright Rantauparapat, the results of the simple regression analysis show that there is a positive and significant relationship between the two variables.



- ✓ The t count value was 3.683 with a significance level of 0.001, which is smaller than 0.05; thus, H0 is rejected and H1 is accepted, meaning that workload has a significant effect on work stress.

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