

EFFECT WORKLOAD ON WORK STRESS TO DISTRICT ATTORNEY EMPLOYEE IN SAMARINDA

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ABSTRACT

A workload is a number of activities carried out or the time given to complete work that is perceived by individuals as excess work activities, working hours, work pressure, and individual satisfaction levels. The many demands of work in the work environment make work stress appear. This study aims to see the effect of workload and work stress on Samarinda City Public Prosecutor's Office employees. The number of research samples in this study was forty-six respondents. In data collection, the workload scale consisted of twelve items and the work stress scale consisted of thirteen items with a high-reliability standard. The results of this study indicate that workload has a significant and positive effect on work stress on employees of the Samarinda City Public Prosecutor. Workload and work stress are known to not only have an impact on employee performance but also on the sustainability of the organization, it is important for leaders and management teams to pay attention to workload regulations and work stress conditions for their employees.

Keywords : district attorney employees; workload; work stress

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INTRODUCTION

The State Civil Apparatus (known as ASN in Indonesia) is a profession of civil servants and government employees with work agreements who work in government agencies (UU No. 5 of 2014). Based on the Minister of Administrative and Bureaucratic Reform Circular Number 16 of 2022, the number of effective working hours for Central and Regional Government Agencies which are carried out five or six working days fulfills a minimum of 37.5 hours per week. ASN also has the obligation to carry out official duties with full dedication, honesty, awareness, and responsibility; demonstrate integrity and exemplary attitude, behavior, words, and actions to everyone, both inside and outside the official service (UU No. 5 of 2014). However, it is very possible that the workload of ASN exceeds this provision, referring to the obligations as stated in Law No. 5 of 2014.

Referring to the Regulation of the Minister of Home Affairs Number 12 of 2008, a workload is a job desk that is the responsibility of employees in the work environment. Furthermore, Gibson (2009), revealed that workload is an employee's obligation to complete additional tasks within a certain period of time. Wicaksono (2016), suggests that workload is the time spent by employees in completing a series of activities or work given by the organization to employees which is felt as excessive work activity, inappropriate work time, high work pressure, decreased individual satisfaction at work and there are additional tasks or work outside the employee's responsibility.

The workload that occurs by the Samarinda District Attorney's employees was influenced by several things, the number of cases handled in a day, the accumulation of work, double jobs, monotonous work, and the limited time to complete work. In addition, a number of responsibilities given to staff and prosecutors were considered not commensurate with their abilities and the results they receive, such as salaries and allowances. It is feared that this condition will lead to stressful behavior and decreased performance which will affect the effectiveness and efficiency of work.

According to Beehr & Rice (1992), work stress is the result of individual interactions between situations or conditions and employee characteristics that change the physical and psychological aspects of employees. This means that work stress is the demands or needs of work that cannot be balanced with their abilities. Robins & Coulter (2010), argue that stress is a response or negative reaction of individuals who experience excessive pressure and is forced upon them as a result of various demands, obstacles, or opportunities. A similar statement by Mangkunegara (2013), is that work stress is a feeling of pressure on the exists within employees related to their work at work.

If the needs or demands of work imposed on individuals exceed the abilities or skills of the individual itself, it will make the individual experience stress, the higher the workload received by employees, the higher the potential for stress in the workforce (Hariyanti & Purwaningsih, 2013; Manabung et al, 2018). It was also stated that the work environment, workload, and work stress have a significant effect on employee performance (Ahmad et al., 2019). Another impact is the level of employee satisfaction, the higher the level of workload received by employees, the higher the level of employee work stress which will have a direct effect on decreasing the level of employee job satisfaction (Wijaya, 2018).

One of the main factors that affect workload is the physical environment (facilities, facilities, infrastructure, comfort) and one of the factors that influence the emergence of work stress is excessive or high workload, not according to the employee's job desk and limited time in completing the assigned task (Maharani & Budianti, 2019). Based on the explanation above, it can be concluded that employees who have workloads such as double jobs, inappropriate job desk, additional assignments are given, income or salary that does not match the employee's job desk, and also the specified deadline in completing the task are considered to be the cause. The emergence of work stress on employees. Thus, **the hypothesis proposed is there is an influence between workload on work stress on Samarinda District Attorney's employees.**

RESEARCH METHODS

The approach in this study uses quantitative research with correlational research, which uses data collection in the form of numbers and is processed using statistical techniques (Sugiyono, 2015), and functions to find out the effect between two or more variables (Fraenkel & Wallen, 2012). The research was conducted at the Samarinda District Attorney's Office in June 2022. Total population, 53 people consisting of 16 prosecutors and 37 employees. The research sample involved the entire population, but only 46 questionnaires were returned so the research sample consisted of 46 respondents. The research was conducted by spreading the workload scale (Balbeid, 2017) consisting of 12 items with a reliability value of 0.850, and the work stress scale

(Viakarisma, 2010) consisting of 13 items with a reliability value of 0.835. The data analysis technique uses the SPSS for Windows 16 application to measure normality, linearity, statistical description, and linear regression tests. The following is the respondent's data in table 1 and the measuring instrument variables in table 2.

Table 1. Respondents Data

		Participants	Percentage (%)
Sex	Male	21	45.7
	Female	25	54.3
Ages	20-29 years old	27	58.7
	30-39 years old	11	23.9
	40-49 years old	5	10.9
	50-59 years old	3	6.5
Years of service	0-10 years	35	76.1
	11-20 years	7	15.2
	21-30 years	4	8.7

Table 2. Variable of Instrument Data

Variables	Aspect	Items
Workload	Quantitative	4
	Qualitative	8
	Total items	12
Work stress	Physiology	5
	Cognitive	2
	Personality	5
	Interpersonal	1
	Total items	13

RESULTS AND DISCUSSION

The results of the Kolmogorov Smirnov normality test on both variables can be concluded that the distribution of workload and work stress data has a normal distribution with sig. ≥ 0.05 , for the workload variable with a significance value of 0.803 (sig. ≥ 0.05) and work stress variable with a significance value of 0.252 (sig. ≥ 0.05). Next, the results of the linearity test were carried out. Obtained an F value of 26,154 with sig. equal to 0.000, it can be concluded that the effect between the two variables studied was linear because sig. < 0.05 . Once it was known that the influence between the two variables was linear, then the regression technique can be used to determine the relationship between the two variables and predict how big the role of workload is on work stress. The following are the results of the normality test (table 3) and linearity (table 4).

Based on the workload measurement data for the Samarinda District Attorney's employees, it was found that 31 people (67.4%) had low workloads and 15 people (32.6%) had medium workloads. Meanwhile, the results of the work stress of the Samarinda District Attorney's employees showed that 1 person (2.2%) had low work stress, 34 people (73.9%) had moderate work stress and 11 people (23.9%) had high work stress. Based on the description above regarding the categorization of workload and work stress variables, it can be concluded that Samarinda

District Attorney employees have a workload level that was classified as low and a workload level that was classified as moderate.

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test						
Variable	N	Normal Parameters		Kolmogorov Smirnov Z	Sig. (2-Tailed)	Distribution
		M	Sd			
Workload	46	28.35	4.785	.643	.803	
Work Stress	46	35.26	5.314	1.107	.252	Normal

Table 4. Linearity Test Result

Anova Table							
Variable	N		Sum Of Squares	Df	Mean Square	F	Sig.
Workload	46	Linearity	264.542	1	264.542	26.154	.000
Work Stress		Deviation From Linearity	513.026	19	27.001	2.670	.011

Next is the result of a simple linear regression analysis to prove the acceptance or rejection of the proposed hypothesis, namely the effect of workload on work stress. The results of the data regression results were seen in table 5. Table 6 showed description statistic of work stress based on age of respondents.

Table 5. Results of Simple Linear Regression Analysis

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	19.310	4.148		4.655	.000
Workload	.563	.144	.507	3.898	.000

A. Dependent Variable: *Work Stress*

Table 6. Result of Description Statistic of Work Stress Based on Age

	N	Range	Min	Max	Mean	Std. Deviation
20-39 years old	38	18	21	39	27.42	5.340
40-59 years old	8	13	42	55	48.00	5.345

Based on the table above, it showed that the constant value of the workload has a value of 19,310 which was a consistent value of work stress and a workload regression coefficient of 0.563. If it was entered into the simple linear regression formula, namely $Y = 19.310 + 0.563X$, it states that for every 1% increase in the workload value, the workload value will increase by 0.563. Based on the results above, there was a positive influence between workload variables on work stress. The a value indicates a Y cut to the regression line at point 19,310 and the b value indicates a regression coefficient of 0.563.

The correlation coefficient between workload and work stress is $r_{xy} = 0.507$ with a significance level of 0.000 (sig. < 0.05). The positive correlation coefficient indicates that there was an influence between the two variables. That is, the workload variable affects work stress. The results of simple linear regression analysis showed that the hypothesis was accepted, there was an influence between workload on work stress of employees of the Samarinda District Attorney. The results of simple linear regression analysis also determine how much influence or contribution the independent variables have on the dependent variable. The value of the coefficient of determination (R Square) which can indicate the magnitude of the effective contribution of the workload variable to work stress, was equal to 0.257, which means that the effect of workload makes an effective contribution of 25.7% to work stress for employees and 74.3% influenced by other factors.

The results of this study are in line with previous research which revealed that job demands that exceed abilities or skills result in individuals experiencing stress (Erat et al., 2017; Manabung et al., 2018; Maharani & Budianti, 2019) or in other words, the higher the workload, the higher the individual stress level (Hariyanti & Purwaningsih, 2013; Ashar *et al.*, 2021). If referring to one of the factors that affect work stress that was physiological (Viakarisma, 2010), so it is not surprising that age (see table 6) affects the level of work stress. The results of this study are in line with Aldino & Franksiska (2021), which show that workload has no effect on work stress for the millennial generation with an average age of 20-40 years. This is also due to decreased motor and sensory abilities by 60% in employees with an age range of 50-60 years (Kasmarani, 2012).

Workload and work stress on moderate levels experienced by employees indicate that employees have handled existing workloads and have considered them as obligations and responsibilities that must be completed, have good emotional management in managing workloads in the work environment, and always think positively (Arisandhi, 2017). In several studies, it has even been suggested that workload and work stress are closely related to deviant work behavior (Radzali et al., 2013), job satisfaction (Tentama et al., 2019), emotional commitment to the organization (Erat et al., 2017), even the intention to leave (Omar et al., 2020). Other research reveals that workload has a significant effect on time management and both workload and work stress have a significant and positive effect on performance (Ashar et al., 2021). Thus, the phenomena of workload and work stress cannot be ignored, organizations have a responsibility to pay attention to resources and all matters related to them, including the job satisfaction of their employees (Irene et al., 2007).

CONCLUSION

Based on the results of the study, it can be concluded that there is an influence between workload and work stress on employees of the Samarinda City Public Prosecutor's Office. The positive correlation coefficient indicates that there is an influence between the two variables. That is, the workload variable affects work stress. The workload of the Samarinda City District Attorney's employees is categorized at a low level because the employees already consider this workload as their responsibility while working in government agencies. The effective contribution

of workload to work stress is 25.7% while the remaining 74.3% is influenced by other factors or variables not examined by researchers such as conflicts between individuals and groups or employee performance. Recommendations for government agencies with high workloads can anticipate the management of their own resources in order to minimize work stress and the negative impact on organizational sustainability. For future researchers, research can be carried out on other factors that can affect work stress such as the work environment, conflict within the organization and the role of the leader.

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