

Analysis Of The Effect Of Work Stress And Organizational Culture On Teacher Performance

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Abstract—Teacher performance is certainly influenced by several factors, both internal and external factors, such as work stress, organizational culture, leadership style, wages, and others. This study aims to analyze the influence of work stress as a moderation between organizational culture and teacher performance in schools. The type of research used is descriptive quantitative, and explanatory research. This research was conducted at the Global Prima School, in March 2022. The total population in this study was 70 people, with a sampling technique using a total sample. Data collection techniques use questionnaires and in-person interviews. The research instrument carried out validity and reliability tests. The data analysis was used using univariate, bivariate, and multivariate analysis, namely multiple regression tests, determinant coefficients, F tests, and T-tests. The results of the study that the variable of work stress with a t-count of $> t\text{-table}$ ($5045 > 1.66$) was significant at $0.006 < 0.05$ and the organizational culture variable of t-count of $> t\text{-table}$ ($5.221 > 1.66$), significant by $0.002 < 0.05$, partially positively and significantly affecting the performance of teachers at The Global Prima School. In conclusion, the variables of work stress and organizational culture simultaneously have a positive and significant effect on teacher performance at The Global Prima School with the value of the Coefficient of Determination (R^2) being 74.6%, the remaining 25.4% is explained by independent variables that are not studied such as supervision and leadership.

Keywords— Work Stress; Organizational Culture; Performance; Teachers

I. INTRODUCTION

According to Law Number 14 of 2005 concerning teachers and lecturers (in Andriana, 2018), it is stated that the teacher's workload includes main activities, namely, learning planning, implementing learning, assessing learning outcomes, guiding and training children, and carrying out additional tasks attached to the implementation of basic activities following the teacher's workload (1). Teacher performance is certainly influenced by several factors, both internal and external factors, such as work stress, organizational culture, leadership style, wages, and others. Stress is a condition of tension that creates the presence of physical and psychic imbalances, which affects the emotions, thinking processes, and conditions of an employee. Work stress is caused by various things that make employees feel less comfortable. Factors causing stress are work factors, non-employment factors, and factors from a person's person (2). Stress that is left unattended without serious treatment from the company in the short term can make employees depressed, unmotivated, and frustrated causing employees to work not optimally so that their performance will be disrupted (3). Organizational culture is a part of organizational life that affects the behavior, attitudes, and effectiveness of all employees. Indications of the application of organizational culture are still felt less strongly, which is indicated by a decrease in morale and work discipline of its employees. In addition to affecting performance, organizational culture also has a close relationship with job satisfaction. Employees who are satisfied with their work and consider their work as something fun will tend to have good performance (4), (5), (6). This study aims to analyze the influence of work stress as a moderation between organizational culture and teacher performance in schools.

II. LITERATURE REVIEW

Individual performance depends on the level of stress experienced. If an individual's stress level is high, then their performance

will decrease (7), (8). Work stress is an adaptive response, limited by individual differences and psychological processes, that is, the consequences of any activity (environment), external situations, or events that overload the excessive psychological or physical demands of a person in the place where the individual is located (9). Positive stress is called eustress while excessive and detrimental stress is called distress (10). Stress that is left unattended without serious treatment from the company in the short term can make employees depressed, unmotivated, and frustrated causing employees to work not optimally so that their performance will be disrupted.

Organizational culture is believed to be a determining factor for the success of an organization's performance because organizational culture is a basic belief that underlies the vision, mission, goals, and values embraced by members of the organization ranging from leaders to employees at the lowest level (11). The results of Pratiwi's research (2016), stated that organizational culture, implementation of responsibility, and work autonomy have a significant and positive influence on the performance of auditors / public accountants in the Jakarta region. The better the organizational culture applied by the auditor, the better the auditor's performance will be. A strong organizational culture will trigger auditors to think, behave, and behave by organizational values which include professionalism, trust in colleagues, regularity, and integration, so that this suitability can encourage auditors to improve their performance for the better, in realizing the quality, quantity, accuracy, and independence of their performance (12).

III. RESEARCH METHODS

The type of research used is descriptive quantitative, explanatory research. This research was conducted at the Global Prima School, in March 2022. The total population in this study was 70 people, with a sampling technique using a total sample. Data collection techniques use questionnaires and in-person interviews. The research instrument is carried out validity and reliability tests. Data analysis using univariate, bivariate and multivariate analysis, namely multiple regression tests, determinant coefficients, F tests, and T tests.

IV. RESULTS OF RESEARCH AND DISCUSSION

In Table 1. showing a Kolmogorov-Smirnov (K-S) value with Asy p.sig (2-tailed) of 0.662 above 0.05 then the model tested in this study is normally distributed. In table 2. variable results Work stress and Organizational culture VIF value is less than 10 and tolerance is close to 1. This indicates no symptoms of multicollinearity occur. In table 3. it can be seen that the significance level in the test- glejser is above 5% or 0.05. This shows that the variables of work stress and organizational culture do not occur heteroskedasticity. Multiple linear regression analysis was used to test hypotheses about the partial influence of variables Work stress and Organizational culture on performance variables.

TABLE I. ONE-SAMPLE KOLMOGOROV-SMIRNOV TEST

One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual
N	70
Mean	,0090043
Normal Parameters	6,70351201
Std. Deviation	,070
Absolute	,087
Most Extreme Differences	-,092
Negative	,732
Kolmogorov-Smirnov Z Asymp. Sig. (2-tailed)	,662

TABLE II. MULTICOLLINEARITY TEST RESULTS

Model	Collinearity Statistics	
	Tolerance	VIF
Work Stress	,533	3,401
Organizational culture	,533	3,401

TABLE III. GLEJSER TEST RESULTS

Model	Unstandardized		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	5,044	2,442		4,120	,005
Stres_Kerja	-,071	,043	-,212	-1,616	,221
	,005	,044	,007	,063	,634

a. Dependent Variable: ABS_RES

Source: Research Data Processing Results, 2022

TABLE IV. MULTIPLE LINEAR ANALYSIS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	5,209	2,071	
Stres_Kerja	-,057	,041	-,302
	,002	,049	,006

a. Dependent Variable: ABS_RES

Source: Research Data Processing Results, 2022

Based on table 4. hence the multiple linear regression equation in this study as follows: $Y = 5,209 - 0,057 X_1 + 0,002X_2$

1. The regression constant value of 5.209 means that if work stress (X1) and organizational culture (X2) = 0 then performance will increase by 5,209.
2. The regression coefficient X1 for the work stress variable is negatively valued at 0.057 meaning that the influence of the work stress variable is in the same direction as the performance improvement. This shows that work stress variables have a negative influence in improving performance. Partially the variables of work stress affect performance, the point is, the variables of work stress are quite decisive in improving performance.
3. The regression coefficient X2 for the organizational culture variable is positively valued at 0.002 meaning that the influence of the organizational culture variable is in the same direction as the performance improvement. This shows that the variable Organizational culture has a positive influence in improving performance.

TABLE V. COEFFICIENT OF DETERMINATION VALUE (R SQUARE)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,789 ^a	,778	,746	3,30012

Source: Research Data Processing Results, 2022

TABLE VI. SIMULTANEOUS HYPOTHESIS TESTING RESULTS / F TEST

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	2725,956	2	1362,978	87,225	,001 ^b
	1261,872	90	14,021		
Residual	3987,828	92			

Source: Research Data Processing Results, 2022

TABLE VII. HYPOTHESIS TEST RESULTS PARTIALLY / TEST T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1,228	2,447		,521	,542
Work Stress	,367	,069	,377	5,045	,006
	,502	,092	,478	5,221	,002

Source: Research Data Processing Results, 2022

Based on table 5. above the adjusted R Square value is 0.746, meaning that the ability of the work stress variable (X1) and organizational culture(X2) can explain the variation of performance is 74.6%, the remaining 25.4% is explained by unexplored independent variables such as supervision and leadership. In table 6. obtained results F Calculate 87.225 while F Table on $\alpha = 0.05$ with numerator degree 2 and denominator degree 67 obtained F table 2.51 from this result it is known F calculate > F table, and significance 0.012 or less than $\alpha = 0.05$ so the position of the significance test point is in the area of rejection H0 or it can be concluded H1 is accepted which means that the variables of work stress and organizational culture together have a positive and significant effect on performance. In table 7. partial test results obtained as follows:

1. The calculated t value for the work stress variable (5.045) is greater than the table t value (1.66), or the sig t value for the work stress variable (0.006) is smaller than alpha (0.05). Based on the results obtained, it rejects Ho and accepts H1 for the variable work stress. Thus, partially work stress has a positive and significant effect on performance. This gives the meaning that work stress has a real effect in improving performance.
2. The calculated t value for the Organizational culture variable (5.221) is greater than the table t value (1.66), or the sig t value for the organizational culture variable (0.002) is smaller than alpha (0.05). Based on the results obtained, it rejects H0 and accepts H1 for organizational culture variables. Thus, partially organizational culture has a positive and significant effect on performance. This means that the existence of organizational culture has an impact on improving performance.

The results of research that have been carried out together with work stress and organizational culture have a positive and significant effect on the performance of the Global Prima School. This shows that work stress and organizational culture have a

real effect on improving performance. The results of this study obtained that variables have a positive and significant effect on performance at the Global Prima School by having a t-count of 5.045 and a t-table value of 1.66, then the t-count of $> t\text{-table}$ ($5.045 > 1.66$) with a significant value of $0.006 < 0.05$. Based on these results, the hypothesis of this study proved to be correct. The stress experienced by the teacher due to the environment he faces will affect his performance and job satisfaction. Almost every job condition can cause stress, depending on how the employee reacts to how to deal with it. Some indicators that can be used as a reference to find out the stress caused by work include a role in the organization, workload, charismatic development, relationships in work, and organizational climate (13), (14), (15). The results of this study are supported by the research of Julvia (2016), which states that there is a negative influence between work stress and employee performance. This shows work stress, especially in PT. Hikari has an impact on employee performance, where the higher the level of work stress, the employee's performance decreases (2). Furthermore, from the results of a previous study by Hartadi (2021), which stated the effect of work stress on the performance of employee, it was shown that based on the regression results above, a calculated t value of -3.508 and a Sig value of $0.002 < 0.05$ were obtained. So it can be concluded that work stress affects the performance of employees of the Yogyakarta Administrative Management Academy (16).

The results of this study obtained that organizational culture variables have a positive and significant effect on the performance of The Global Prima School by having a calculated value of 5.221 and a t-table value of 1.66, then the calculated value of $> t\text{-table}$ ($5.221 > 1.66$) with a significant value of $0.002 < 0.05$. Based on these results, the hypothesis of this study proved to be correct. Organizational culture is a part of organizational life that affects the behavior, attitudes, and effectiveness of all employees. Indications of the application of organizational culture are still felt less strongly, which is indicated by a decrease in morale and work discipline of its employees. In addition to affecting performance, organizational culture also has a close relationship with job satisfaction. If the perception of culture in an organization is good, employees will feel satisfied with their work. On the other hand, if employees' perception of culture is not good, then employees tend to be dissatisfied with their work (4).

V. CONCLUSION

From the results of research and discussion, the conclusion that can be drawn is that the variable of work stress with a t-count of $> t\text{-table}$ ($5.045 > 1.66$) is significant by $0.006 < 0.05$, and the variable of organizational culture the t-count $> t\text{-table}$ ($5.221 > 1.66$), significant by $0.002 < 0.05$, partially has a positive and significant effect on teacher performance at The Global Prima School. Work Stress and Organizational Culture simultaneously have a positive and significant effect on teacher performance at The Global Prima School with a coefficient of determination (R^2) value of 74.6%, the remaining 25.4% is explained by independent variables that are not studied such as supervision and leadership

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