

The Effect of Work Stress, Workload and Job Satisfaction on Employee Performance of PT. Pilar Jaya Tabalong District Construction

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Abstract

The purpose of this study is to test and analyze influence Stres Work, Workload and Job Satisfaction have a simultaneous effect on Performance Employees of PT. Pilar Jaya Construction, Tabalong Regency, For know And analyze influence Stres Work, Workload and Job Satisfaction have a partial effect on Performance Employees of PT. Pilar Jaya Construction, Tabalong Regency And For know And analyze between variable Among Work Stress, Workload and Job Satisfaction have a dominant influence on the performance of employees of PT. Pilar Jaya Konstruksi, Tabalong Regency. Population and sample 31 employees at the company PT. Pilar Jaya Construction, Tabalong Regency. Primary data with distribution questionnaire as well as measurement with a Likert Scale will done by writer is with using quantitative with analysis regression multiple. Results study known that Stres Work, Workload and Job Satisfaction have a simultaneous effect on Performance Employees of PT. Pilar Jaya Construction, Tabalong Regency, And Stres Work, Workload and Job Satisfaction have a partial effect on Performance Employees of PT. Pilar Jaya Construction, Tabalong Regency as well as Satisfaction work has a dominant influence on performance employees of PT. Pilar Jaya Construction, Tabalong Regency.

Keywords: Stres Work, Workload, Satisfaction Work, Performance

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1. Introduction

Background Behind Problem

In era competition Now This, every company must capable develop And increase company with stage various a structured way of programming to improve employee performance. There are many factors involved in improving company performance. One of the factors important Which must be noticed by company in reach the purpose is factor source Power man (HR). Man as the mover The company is the main factor because the company's existence depends on it. the people involved behind it. In order to achieve the goals of Companies need competent human resources his duties.

In general, in an organization or company there is always want every employee to achieve. In achieving the goal this, an organization in Work influenced Lots factor Wrong the only one Which can influencing performance is if the employee is capable facing difficulties Good inside and outside work.

Stres is a condition dynamic Which in inside a individual confronted with a opportunity

constraint or demands Which associated with what he wanted and the results were perceived as not Certain and important. Stress is one of the problems that will definitely occur. faced by every person in his life And stress the must overcome Good by employees without the help of others or with the help of other parties others, such as for specialist Which provided by organization for employee in Work.

In employees in the company environment of PT. Pilar Jaya Konstruksi Tabalong Regency, work stress that occurs is quite high, this is due to high work risks, work stress in the construction industry especially at PT. Pilar Jaya Konstruksi Tabalong Regency can arise from various factors including:

1. Time pressure is a burden for all employees.

The construction projects that the company works on have tight deadlines. Workers must work quickly to complete the project on schedule. So this time pressure causes stress, especially if workers feel that there is too much work to be done in a short time.

2. Uncomfortable Working Environment

Some construction work is done in uncomfortable environments, such as extreme temperatures, high noise, or excessive dust. So these conditions make employees uncomfortable and the effect contributes to the level of stress on employees in the company.

The workload given to employees must be balanced with the abilities and competencies of the employees themselves, if it is not balanced with the abilities they have, it will gradually cause a problem for the employee, one of which is work stress experienced by employees when working, According to Paskow and Libov in Wahyudi (2017:153) stress is a feeling of pressure and anxiety experienced by someone, because it is difficult to achieve needs.

In the construction company run by PT. Pilar Jaya Konstruksi, Tabalong Regency, the workload felt by employees varies according to their respective tasks and responsibilities, but some things that occur related to the workload, including:

1. Heavy Physical Workload

Work in the construction field involves heavy physical activity such as lifting heavy loads, working at heights, or dealing with extreme weather conditions. This is a complaint and what is felt by employees at PT. Pilar Jaya Konstruksi Tabalong Regency so that with the physical fatigue experienced by many employees who experience injuries and even accidents that result in death.

2. No Employee Welfare Support

In companies, employee welfare support programs have not received maximum attention, such as mental health programs, stress management programs or health facilities, which can increase the risk of stress and decrease employee welfare.

3. Project Uncertainty

Uncertainty in a company regarding design changes, technical issues, or regulatory changes can increase stress levels as employees have to adapt to unexpected changes.

Employee satisfaction is a positive attitude of workers towards their work, which arises based on an assessment of the work situation. Who among you is looking for a way to make employees comfortable with their work? The following article will explain what employee satisfaction is, how to get it, and its relationship to performance. Satisfaction in work can affect employee performance. Therefore, employees must get satisfaction in doing each of their jobs.

Employees are an important part of a company so that the company's performance remains superior among competitors. Of course, the company wants good performance from each employee in carrying out their work. However, the quality of employee performance cannot be done in one direction.

The company also needs to pay attention to employee mentality so that their performance is optimal.

There are several factors that make employees PT. Pilar Jaya Konstruksi Tabalong Regency feels dissatisfied, causing problems such as:

1. Absence of employee welfare programs

At PT. Pilar Jaya Konstruksi Tabalong Regency, there is a lack of welfare support programs, such as mental health support, which has an impact on employee satisfaction and welfare.

2. Lack of Work Flexibility

Companies do not provide flexibility in work schedules or work locations, employees who want more control over their work lives become dissatisfied.

3. Lack of Balance between Rewards and Demands.

In companies, rewards or compensation are not commensurate with demands and workload, so employees feel underappreciated.

Performance employee is Which influence how much Lots they give contribution to organization. Level so far where success somebody in the do task his job named level of performance. People who level of performance -nya high is called as a person Which productive And on the contrary person Which the level No reach standard, it is said as No productive or performance low (As`ad 2004).

The decline in employee performance at the construction company at PT. Pilar Jaya Konstruksi, Tabalong Regency can be caused by various factors, including:

1. Lack of Training and Development Activities

Lack of adequate training and development leaves employees underprepared to take on new tasks or advance in their careers.

2. Insecurity in the Workplace

At PT. Pilar Jaya Konstruksi Tabalong Regency, an unsafe work environment or lack of attention to safety has an impact on decreasing employee productivity and performance.

3. Lack of Sufficient Resources

In companies where there is a lack of resources, both human and material, this has an impact such as making it difficult for employees to complete their tasks properly.

Several studies from various journals show different results, such as research by Framelita. Mary No, Yantje Uh-huh And Genita Luminous (2017) which shows that work stress and job satisfaction have a positive influence on performance employee. Results study This supported with study Zainuddin Abdullah, Darwanis and Basri Zein (2012) also showed work stress give influence to performance employee. whereas study Anik Irawati (2018) showed that work stress has a negative effect on performance employees. While research

Nenden Nur Annisa, (2017), showed that work stress has an influence on employee performance. and job satisfaction shows no influence on performance employees. This study is in contrast to Putu Yudhia Asteria's research Putri and Made Yenni Latrini (2013) showed that job satisfaction give positive influence on performance employee.

At PT. Pilar Jaya Konstruksi, Tabalong Regency, 2023, one of the measurements of employee performance is seen from employee attendance because good attendance can support optimal performance, while poor or uncontrolled attendance can have a negative impact on overall employee performance.

Table 1. Absence Recapitulation List at PT Pilar Jaya Construction, Tabalong Regency As of January - December 2022

No	Position	Number of Working Days		Information		
		Jan	Dec 2022	Permission	Sick	Alpha
1	Site Manager	309	18	1	-	19
2	Deputy Manager	309	13	3	-	16
3	Executor Field 1	309	10	2	-	12
4	Field Executor 2	309	12	3	1	16
5	Administration And Finance	309	8	2	2	12
6	Finance staff 1	309	8	3	-	11
7	Finance Staff 2	309	6	2	2	10
8	Supervisor 1	309	5	3	3	11
9	Supervisor 2	309	7	4	2	13
10	Supervisor 3	309	9	2	1	12
11	Operator Grade 1	309	10	-	3	13
12	Grader 2 Operator	309	6	3	2	11
13	Grader 3 Operator	309	8	2	2	12
14	Operator Vibrator 1	309	8	2	1	11
15	Vibro Operator 2	309	9	3	4	16
16	Vibro Operator 3	309	9	4	2	15
17	Operator Tandem 1	309	5	3	5	13
18	Tandem Operator 2	309	8	4	3	15
19	Tandem Operator 2	309	13	2	2	17
20	Operator TR 1	309	11	3	4	18
21	TR 2 Operator	309	12	4	1	17
22	TR 3 Operator	309	10	2	4	16
23	Operator Finisher 1	309	5	3	3	11
24	Finisher Operator 2	309	13	5	1	19
25	Finisher Operator 3	309	11	1	2	14
26	Driver	309	14	2	7	23
27	Driver	309	16	4	6	26
28	Driver	309	11	2	9	22
29	Driver	309	14	4	8	26
30	Driver	309	13	3	5	18
31	Driver	309	10	2	7	19
AMOUNT			314	81	92	484

Source: PT. Pilar Jaya Construction, Tabalong Regency, 2023

From table 1, absenteeism at PT. Pilar Jaya Konstruksi, Tabalong Regency is quite high and if left to drag on, it will have an impact on the company's performance and cause problems that occur in the company, including:

1. Employee absences due to health issues can directly impact performance.
2. High absenteeism or frequent employee absences hinder performance because work is halted or disrupted when team members are absent.
3. Unclear absences can give rise to various misunderstandings that can reduce employee accountability.
4. Low attendance will weaken the level of employee motivation towards their work.

In managing performance and absenteeism, it is important to understand that the situation is complex and can be influenced by a variety of factors, including Job Stress, Workload and Job Satisfaction as well as human resource management policies. Efforts to understand and manage the

relationship between performance and absenteeism can help organizations achieve their goals more effectively.

Based on background behind the, researcher interested take title “ The Effects of Stress Work, Workload and Job Satisfaction on Employee Performance PT. Pilar Jaya Construction Tabalong Regency”

Formulation Problem

Based on the background above, the problem can be formulated as follows: as following:

1. Whether Stres Work, Workload and Job Satisfaction have a simultaneous effect on Performance Employees of PT. Pilar Jaya Konstruksi Tabalong Regency?
2. Whether Stres Work, Workload and Job Satisfaction have a partial effect on Performance Employees of PT. Pilar Jaya Konstruksi Tabalong Regency?
3. Which among Job Stress, Workload and Job Satisfaction has a dominant influence on the performance of employees of PT. Pilar Jaya Konstruksi, Tabalong Regency?

Objective Study

Based on the formulation of the problem and description of the background of the problem above, the objectives of this research can be described as follows:

1. To find out and analyze Job Stress, Workload and Job Satisfaction simultaneously influence the performance of employees of PT. Pilar Jaya Konstruksi, Tabalong Regency.
2. To find out and analyze Work Stress, Workload and Job Satisfaction have a partial effect on Employee Performance of PT. Pilar Jaya Konstruksi Tabalong Regency.
3. To find out and analyze which among Work Stress, Workload and Job Satisfaction have a dominant influence on the performance of employees of PT. Pilar Jaya Konstruksi, Tabalong Regency.

Utility Study

In accordance with the research objectives to be achieved, the results of this research are expected to be useful for various parties, namely:

a) Academic Aspects

For Pancasetia Banjarmasin College of Economics, the results of this study may be useful as reference material for further research or students when conducting further research on the influence of Job Stress and Workload and Job Satisfaction on Employee Work, Employee Performance in PT. Pilar Jaya Konstruksi Tabalong Regency) so that the results are more perfect.

b) Aspects of Scientific Development

With this research, researchers have the opportunity to apply their knowledge and mastery of human resource management theory and increase their insight into the concept and its application in organizations.

c) Practical Aspects

It is expected that this research can provide input and ideas to employees, especially in the company environment of PT. Pilar Jaya Konstruksi, Tabalong Regency, regarding efforts to improve performance.

2. Literature Study

HR Theory

Human resource management is the utilization of developing, evaluating, rewarding, and managing individual members of an organization or a group of workers. Human resource management

can be defined as the policies and practices required of someone who carries out the “people” or human resource aspects of a management position, including recruiting, screening, training, rewarding, and evaluating (Sutrisno 2009).

The focus of HRD lies in the effort to manage HR within the dynamics of interaction between organizations and workers who often have different interests. HRD includes the productive use of HR in achieving organizational goals and the formulation of individual worker needs. So, HRD can also be an activity of planning, procurement, development, maintenance, and use of HR to achieve goals both individually and organizationally. Although the object is the same, humans, in essence there is a fundamental difference between human resource management and workforce management or personnel management.

The impact of the organization in general on human resources affects the processes and basic nature of the organization, including strategic decisions from human resource leaders that affect today's organizations (Dharma 2004). Human resource management has a strategic focus and synergizes with all business policies of the organization (Kusdyah 2008).

Human resource value is the sum of the value of human resources in an organization which can also be called intellectual capital consisting of people in the organization, the abilities they have, and using them in their work. So the most important part of increasing the value of human resources is to utilize all the talents of the people in the organization and take the best from the diverse population outside the organization. Due to changes in the workforce population, human resource management must maximize the capabilities of diverse human resources.

Job Stress

Luthans, (2006) defines stress as a response in adjusting oneself that is influenced by individual differences and psychological processes, as a consequence of environmental actions, situations or events that place too many psychological and physical demands on a person. Thus it can be concluded that work stress arises because of environmental demands and each individual's response in dealing with it can be different.

The cause of work stress is not only caused by one causal factor, but stress can occur due to a combination of several causes at once. As stated by Luthans, (2006:27) that the cause of stress is several factors, namely:

a. Extra-organizational stressors

Causes of stress that come from outside the organization. These causes of stress can occur in open organizations, namely external environmental conditions affect the organization. For example, social and technological changes, globalization, family, and others.

b) Organizational Stressors

Causes of stress that originate from within the organization where employees work. These causes focus more on organizational policies or regulations that cause excessive stress on employees.

c) Group Stressors

Causes of stress that come from work groups that employees interact with every day, for example co-workers or supervisors or direct superiors of employees.

d) Individual Stressors

Causes of stress that come from individuals in the organization. For example, an employee is involved in a conflict with another employee, which causes its own stress when the employee carries out tasks in the organization.

Job Stress Indicators

According to (Robbins 2003:47), the indicators of work stress are:

1. Task demands are factors associated with a person's job, such as working conditions, work layout and physical layout.
2. Role demands, relate to the pressures placed on a person as a function of the particular role played in an organization.
3. Interpersonal demands are pressures created by other employees.
4. Organizational structure, a picture of the agency that is colored by an unclear organizational structure, lack of clarity regarding positions, roles, authority and responsibilities.
5. Leadership in the organization provides a management style in the organization, some parties in it can create an organizational climate that involves tension, fear and anxiety. Stress as an umbrella term that includes pressure, burden, conflict, fatigue, tension, panic, feelings of thunder, anxiety, depression, and loss of power. Work stress is a condition of tension that creates physical and psychological imbalances, which affect emotions, thought processes, and the condition of an employee (Rivai 2015:75).

Workload

According to Vanchapo (2020:11) Workload is a process or activity that must be completed immediately by a worker within a certain period of time. If a worker is able to complete and adapt to a number of tasks given, then it does not become a workload. However, if the worker is unsuccessful, then the tasks and activities become a workload.

Another opinion was put forward by Linda (2014) who stated that workload is an effort that must be made by someone based on a request for the work to be completed. According to Monika (2018) workload is a process carried out by someone in completing tasks from a job or a group of positions carried out under normal circumstances within a certain period of time.

From the opinions of several experts above regarding workload, we can provide a deeper understanding of the factors that influence employee well-being and productivity in the work environment, so that... can outlined as follows :

- 1.) Work Volume : This includes how much Lots tasks to be done completed by a individual in period time certain. High work volume can cause fatigue and stress If No managed with Good.
- 2.) Complexity Tasks : Several work Possible more complex than others, requires skills special, knowledge deep, or breakdown complex problem. Complexity task can influence level stress and satisfaction Work.
- 3.) Deadline : Strict deadline For finish task can add pressure on employees and results stress. Inability For fulfil deadline time Can impact negative on the results work and welfare individual.
- 4.) Involvement Emotional : Workload No only related with aspect physical and cognitive, but also can involving aspect emotional. For example, jobs that require interaction with other people or handle situation emotional can cause fatigue emotional and stressed.
- 5.) Distribution Task : Distribution tasks that are not evenly or No fair between member team or department can cause dissatisfaction and stress at work Work.
- 6.) Variability Job : Workload can also be varies from time to time. Sudden changes in working volume or type expected tasks can influence level stress and readiness employee.
- 7.) Environmental Factors Work : Environment work that is not support, such as noise, disturbance, or lack of appropriate facilities, can also influence burden work and cause stress.
- 8.) Balance Life Work : Imbalance between life work and life personal can also create burden Work additions and enhancements risk fatigue as well as stress

Workload Indicator

According to Arika (2011:42) workload indicators are as follows:

1. External factors are burdens that come from outside the worker's body, such as:
 - a) Task
Includes physical tasks such as, work stations, workplace layout, work space conditions, work environment conditions, work attitudes, transport methods, lifted loads. While mental tasks include, responsibility, job complexity, worker emotions and so on.
 - b) Work Organization
Includes length of working hours, break times, work shifts, work systems and so on.
 - c) Work Environment
This work environment can provide additional burdens which include, physical work environment, chemical work environment, biological work environment and psychological work environment.
2. Internal factors
Internal factors are factors that originate from within the body as a result of reactions to external workloads that have the potential to be stressors, including somatic factors (gender, age, body size, nutritional status, health conditions, and so on), and psychological factors (motivation, perception, beliefs, desires, satisfaction, and so on).

Job satisfaction

Satisfaction occurs when individual needs have been met and is related to the degree of likes and dislikes associated with employees; is a general attitude held by employees that is closely related to the rewards they believe they will receive after making a sacrifice. When viewed from the opinion (Robbins, 2003 :52) it contains two dimensions, first, satisfaction felt by individuals who are members of society, the other dimension is satisfaction which is a general attitude held by employees.

Job satisfaction is a pleasant or unpleasant emotional state for employees regarding their work. Job satisfaction reflects a person's feelings towards their work (Handoko, 2001 :52).

Indicators of Job Satisfaction

The indicators of job satisfaction according to (Mangkunegara, 2005 :28) are:

1. Work, Does the content of the work that a person does have satisfying elements?
2. Salary, the amount of payment a person receives as a result of carrying out work, whether it is in accordance with needs that are felt to be fair.
3. Co-workers, Friends with whom a person constantly interacts in the implementation. A person can feel his co-workers are very pleasant or unpleasant.
4. Boss, someone who always gives orders or instructions in carrying out work.
5. Promotion, the possibility that someone can develop through promotion.

Satisfaction Work own role important in context organizations and individuals. The following is a number of role important from satisfaction Work :

- a) Increase Productivity :
Satisfied employees tend more productive in work they. They more motivated For give your best and work with more efficient.
- b) Improving Organizational Performance :

Satisfaction level high work among employee can contribute to performance organization in a way Overall. Satisfied employees tend own more loyalty tall to company and contribute to the achievement objective organization.

- c) Improve Retention Employee :
Satisfied employees tend more tend stay in organization and not look for jobs elsewhere. This reduces costs and time required For recruit and train employee new.
- d) Improve Quality Service or Product :
Satisfied employees with work they more Possible give service or quality products to customers. This is can increase satisfaction customers and reputation company.
- e) Improving the Work Climate :
Satisfaction high work create climate positive work where employees feel appreciated, supported, and respected. This is can create culture inclusive and collaborative work.

With Thus, satisfaction Work No only beneficial for individual, but also has impact significant positive for organization in a way overall. This makes understanding and management satisfaction Work become priority important for management source Power human and leader organization.

Employee performance

According to (Dharma, 2004:16) performance is size from relevant results based on study in arrangement work. Assessment performance focused Good in size objective that is from productivity Work like absence, number action certain or output that is maintained and exists in notes organization or in evaluation subjective that is from quantity and quality work from each employee. It was also said that performance is action measurable, good behavior and results that employee involved or contribute in objective organization.

- a. Factors Affecting Employee Performance
Factor affecting achievement performance according to (Dharma, 2004:37) is factor ability (ability) and factors motivation (motivation):
 - 1) Ability Factor
In general psychological, ability consists of from ability potential (IQ) and reality ability (knowledge + skill). This means, leaders and employees who have above average IQ (IQ110-120) especially superior, very superior, gifted and genius IQ with adequate education For his position and skills in do work everyday, then will more easy reach performance maximum.
 - 2) Motivational Factors
Motivation interpreted a attitude of leaders and employees to situation work in the environment their organization. Those who behave positive to situation his work will show motivation Work tall and vice versa If they be negative towards situation his work will show motivation low work. Situation the work in question includes among other things the relationship work, facilities work, climate work,policy leadership, pattern leadership work, condition Work.
- b. Indicators – Indicators from performance Employee
According to (Handoko, 2001:25) the indicators performance among others as following :
 - 1) Quality is the level at which the results the end achieved approach perfect in the sense of fulfilling the goals expected by the company.
 - 2) Quantity that is the stated amount generated in term a number of work units or is amount cycle activities generated.
 - 3) Punctuality level activity completed work said at the time desired start.

- 4) Work The same something activities carried out For reach One the purpose of the work in a way together, happen something. Standard This used If No There is other alternatives.

Study Previous

A number of results studies empirical which has relevance with study This expected can more sharpen and strengthen formulation framework think. Research the previous is very important as foothold in frame compilation study This. As for the research previously used is as following :

1. Walpindri Aftariansyah and Ratnawili, 2023. With title Influence Stres Work Motivation and Compensation Against Satisfaction Work Employee,
2. Sulastri and Onsardi, 2020. With title Influence Stres Work, and Workload, on Employee Performance, Research This aiming For analyze the influence of work stress and load Work to performance employee.
3. Irene Waani, Indrie D. Palendeng and Genita G. Lumintang, 2023. With title Influence Stres Work and Workload On Female Employee Performance At PT. Tropica Cocoprime Lelema,
4. Michael Lumain, Freddy Kawatu, Sjeddie Watung, 2023. With title Influence Stres Work and Workload On Employee Performance at PT. Pln (Persero) Tomohon Branch,
5. Farah Alya Nadilah, Rani and Purwatiningsih Purwatiningsih, 2023. With title The Influence of Workload and Stress Work On Employee Performance At PT Snapindo Tebet's Successful Warlab.
6. Agung Prassetyo, Yuni Astuti Tri Tartiani, 2023. The Influence of Workload and Stress Work On Yapiss Teacher Performance Ashshidhiqiyah. Research This aiming For know influence burden work and stress Work to performance of Yapiss Ash- shidhiqiyah teachers.
7. Putri, Ni Kadek Desi Mega (2023). The Influence of Workload, Stress Work and Environment Work On Employee Performance At Cv. Tangkil Express In Legian-Badung.
8. Rismayadevi, Made Lia (2023). The Influence Competence, Workload and Satisfaction Work On Employee Performance at the Denpasar City Environmental and Sanitation Service.
9. Arisani, Made (2022). The Influence of Workload and Stress Work On Employee Performance With Commitment Organization As Variables Mediation (Study on Employees) Uptd. Health Center The cave.
10. I Made Adhika, Ni Made Dwi Puspitawati and Putu Agus Eka Rismawan, 2023. The Influence of Environment Work, Stress Work and Workload On Employee Performance at the LPD of Tembawu Traditional Village.

Framework Conceptual

In the condition This variable X (independent) influences variable Y (dependent), which means that Stres Work, Workload and Satisfaction Work affect Employee Performance. In the picture on show independent variable that is Stres Work, Workload and Satisfaction Work while Employee Performance become dependent variable in study this. Variable independent This predicted will influence variable dependent in the sense of increase and decrease that is Stres Work, Workload (decrease) Satisfaction Work (Improvement) Influence performance employee.

Hypothesis

Based on review library and research previously there was also the theory put forward (Handoko 2001:48) states that there is factors that influence performance employees. Therefore That hypothesis (assumption) while) above existing problems that is :

H1 : Stres work (X1), Workload (X2) and satisfaction work (X2) in simultaneous influential to

performance employee (Y)

H2 : Stres Work (X1), Workload (X2), Satisfaction Work (X3) has a partial effect to performance employee (Y).

H3 : Of the three variable free consisting of from Stres Work, Workload and Satisfaction Work, then variable Satisfaction Work (X2) which has influence dominant on Employee Performance (Y).

3. Research Design and Method

Design Study

This research uses quantitative research type. Quantitative research is empirical research whose data is in the form of numbers. Quantitative research is a type of research that produces findings that can be achieved using statistical procedures or other means of quantification (measurement).

Quantitative Method is a research methodology based on the philosophy of positivism, used to research a specific population or sample and to test a predetermined hypothesis. The type of research used in this study uses a survey research type. In survey research, information is collected from respondents using a questionnaire.

Operational Definition of Variables

Operational variables are the process of connecting conceptual definitions with a set of measurement techniques and further steps after obtaining a clear definition at the conceptualization stage. So the operationalization stage is the stage where the conceptual definition is developed more specifically in the form of indicators that can be used to measure variables. The following is an explanation of the two variables.

Stres Work (X1)

The definition of work stress is various forms of worry and problems. which employees always face, so that employees become more easily stressed, and experiencing pressure and time pressure to carry out responsibilities and various forms of change and problems that occur in the residence And problem - personal problems other (Handoko 2003). The indicators are as follows:

- a. Task demands (X1.1)
- b. Role demands (X1.2)
- c. Interpersonal demands (X1.3)
- d. Organizational structure (X1.4)
- e. Organizational leadership (X1.5)

Burden Work (X2)

Job satisfaction is an emotional state that is pleasant or not pleasant way in which employees view their work. This is evident in attitude positive or negative employee to work And all something that is faced in the work environment. Job satisfaction affects level absence, turnaround power Work, complaint – complaint, And problem – other problems. Thus the relationship between job satisfaction will lead to implementation Work more Good, or on the contrary, performance Work cause satisfaction (Handoko 2001). The indicators are as follows:

- a. External factors (X2.1)
- b. Task (X2.2)
- c. Work Organization (X2.3)
- d. Work Environment (X2.4)

- e. Internal Factors (X2.5)
- f. Somatic factor (X2.6)

Job satisfaction (X3)

Job satisfaction is a person's attitude towards their job, which is the result of their perception of their job and the level of fit between the individual and the organization (Jhon 2006). The indicators are as follows:

- a. Job (X3.1)
- b. Salary (X3.2)
- c. Co-workers (X3.3)
- d. Boss (X3.4)
- e. Promotion (X3.5)

Employee Performance (Y)

Performance is behavior Which shown by individual or group (Handoko 2001). High employee performance is highly expected by company, the more Lots employee Which have performance tall, then the overall productivity of the company will increase so that the company will can survive in competition global. The indicators are as follows:

- a. Quality (Y.1)
- b. Quantity (Y2)
- c. Punctuality (Y3)
- d. Cooperation (Y.4)

Data Types and Sources

Data Types

The types of data in this study are as follows:

1. Qualitative data, namely data that is not in the form of numbers, namely the results of interviews with PT. Pilar Jaya Konstruksi, Tabalong Regency, related to the problems discussed.
2. Quantitative data, namely data in the form of numbers, in this case primary data obtained from PT. Pilar Jaya Konstruksi Tabalong Regency.

Data source

1. Primary Data, namely the distribution of questionnaires to employees at PT. Pilar Jaya Konstruksi Tabalong Regency.
2. Secondary data in the form of additional data obtained from employees of PT. Pilar Jaya Konstruksi Regency Tabalong.

Population and Sample

Population

Arikunto, (200 2:102) population is all research subjects. The population of this research is employees. at PT. Pilar Jaya Konstruksi Tabalong Regency as many as 31 people.

Sample

According to Arikunto, (2002 :104) is a part that is representative of the population being studied. The selection of samples using simple random sampling and in determining the sample according to Arikunto, (2002 :89) if the population is less than 100, then all will be samples, if the population is more than 100, then 5% - 10% or 20% -25% of the population will be taken. The sample in this study was

deliberately determined from the entire population, so the sample taken in this study was 31 people.

Data collection technique

1. Observation, namely direct observation at PT. Pilar Jaya Konstruksi Tabalong Regency.
2. Interview, namely collecting data through interviews with employees of PT. Pilar Jaya Konstruksi, Tabalong Regency.
3. Documentation, namely data collection through recording related to the problems to be discussed.
4. Questionnaire, namely data collection by distributing questionnaires to employees of PT. Pilar Jaya Konstruksi, Tabalong Regency. To determine the answer score, a Likert scale is used, in the form of:
 - a. Strongly agree
 - b. Agree.
 - c. Hesitant or absent
 - d. Don't agree.
 - e. Strongly disagree.

Data Analysis Techniques

technique uses inferential analysis with quantitative methods, while the test tools used in this study are as follows:

a. Research Instrument Test

1. Validity Test

Determination or decision making for the validity of a question instrument is if r count is positive and r count $>$ r table then the instrument is valid and if r table is negative and r count $<$ r table then the instrument is invalid.

2. Reliability Test

decision making for the validity of the question instrument is if the r alpha is positive and r alpha $>$ r table then the instrument is reliable and if the r alpha is negative and r count $<$ r table then the instrument is not reliable, but it can also be done through an assessment of the Cronbach Alpha value $>$ 0.60.

b. Classical Assumption Test

After the data is tested with data quality tests, the next step is the classical assumption test as follows:

1. Multicollinearity Test

Multicollinearity, its parameters, are from the VIF (variance inflation factor) value and the tolerance value, namely if low tolerance is the same as a high VIF value (because $VIF = 1/tolerance$) and indicates high colinearity, if several VIF values are more than 10 then multicollinearity is a problem.

2. Heteroscedasticity Test

According to Pratisto (2004:155), checking for heteroscedasticity symptoms is done by looking at the scatter diagram pattern if... diagram scatter that forms pattern certain regular so regression experience disturbance heteroscedasticity and if diagram scatter No to form pattern or random so regression No experience disturbance heteroscedasticity.

3. Normality Test (normality)

Checking the normality assumption can be done by making a plot between the normal score and the observation data and looking at the distribution of data (points) on the diagonal axis of the graph.

If the plot results show straight line pattern approaching 45° means assumption normality fulfilled.

c. Multiple Linear Regression Analysis

Data analysis was conducted based on primary data obtained directly from distributing questionnaires to employees of PT. Pilar Jaya Konstruksi, Tabalong Regency. The equation for multiple linear regression analysis is :

$$Y = a + \beta_1.X1 + \beta_2.X2 + \beta_3.X3 + e$$

Where :

Y = Employee performance

X1 = Stres Work

X2 = Workload

X3 = Job satisfaction

$\beta_{1,2,3}$ = Regression coefficient

a = Constant

d. Hypothesis Testing

1. t-test (partial)

Partial t-test by determining the degree of freedom (df) = (nk), based on determining the partial hypothesis, namely if $t_{count} < t_{table}$ means H_A is rejected and if $t_{count} > t_{table}$ means H_A is accepted.

2. F test (simultaneous)

Simultaneous F test by determining the degree of freedom (df) = (k-1) (nk) where k is the number of question variables and n is the number of samples, with the basis for determining the hypothesis, namely if $F_{count} < F_{table}$ means H_A is rejected and if $F_{count} > F_{table}$ means H_A is accepted.

3. Dominant Variable Test

dominance test is used by taking the standardized beta coefficient indicator from the highest regression model variable.

4. Results and Discussion

Validity Test

The use of validity test methods that are appropriate to the research objectives and characteristics of the measurement instrument is very important to ensure that the data obtained from the instrument is reliable and valid, in study This To test the validity of each variable, see the following table:

Tabel 2. Validity Test of Work Stress Variables (X1)

Variable	Test Results	Standard Value	Evaluation
X1.1	0.471(**)	0.355	Valid
X1.2	0.635(**)	0.355	Valid
X1.3	0.430(**)	0.355	Valid
X1.4	0.640(**)	0.355	Valid
X1.5	0,592(**)	0.355	Valid

When viewed from the table above regarding the comparison between the results of the validity test (r count) with the standard data (r table) for the Work Stress statement item (X1), it is known that the data from the validity test (r count) > standard data (r table), it can be concluded that all question instruments from the Work Stress variable are valid.

Tabel 3. Validity Test Workload Variable (X2)

Variable	Test Results	Standard Value	Evaluation
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X2.1	0.685(**)	0.355	Valid
X2.2	0.700(**)	0.355	Valid
X2.3	0.752(**)	0.355	Valid
X2.4	0.605(**)	0.355	Valid
X2.5	0.480(**)	0.355	Valid
X2.6	0.464(**)	0.355	Valid

When viewed from the table above regarding the comparison between the results of the validity test (r count) with the standard data (r table) for the Workload statement item (X2), it is known that the data from the validity test (r count) > standard data (r table), all data is valid for the question instrument from the Workload variable.

Tabel 4. Job Satisfaction Variable Validity Test (X3)

Variable	Test Results	Standard Value	Evaluation
X3.1	0.616(**)	0.355	Valid
X3.2	0.773(**)	0.355	Valid
X3.3	0.764(**)	0.355	Valid
X3.4	0.808(**)	0.355	Valid
X3.5	0.669(**)	0.355	Valid

Source: Primary data

Job Satisfaction statement item (X3), it is known that the data from the validity test results (r count) > standard data (r table), valid data from all question instruments for the Job Satisfaction variable.

Tabel 5. Performance Variable Validity Test (Y)

Variable	Test Results	Standard Value	Evaluation
Y1.1	0.530(**)	0.355	Valid
Y1.2	0.599(**)	0.355	Valid
Y1.3	0.534(**)	0.355	Valid
Y1.4	0.510(**)	0.355	Valid

Source: Processed primary data

When viewed from the comparison between the results of the validity test (r count) with the standard data (r table) for the performance statement item (Y), it is known that the validity test result data (r count) > standard data (r table), then it can be concluded that the data is valid for all question instruments from the employee performance variable at PT. Pilar Jaya Konstruksi, Tabalong Regency.

Reliability Test

Reliability testing is a process to evaluate the extent to which a measurement tool is consistent and reliable in producing similar results when repeated at different times or when tested on different samples from the same population.

The selection of a reliability test method that is appropriate to the characteristics of the instrument and the purpose of the study is very important to ensure that the measurement instrument is reliable and provides consistent results. By evaluating reliability, researchers can have confidence that the data obtained from the instrument can be trusted and relied upon in analysis and interpretation. on study This for reliability testing can be seen in the following table :

Table 6. Reliability Test Results

Variable	Test Results	Standard Data	Information
Job Stress (X1)	0.732	0.60	Reliable

Workload (X2)	0.733	0.60	Reliable
Job Satisfaction (X3)	0.736	0.60	Reliable
Performance (Y)	0.684	0.60	Reliable

Sugiyono (2016:78) recommends using Cronbach's alpha value to measure the internal consistency of an instrument. He suggests that the alpha value should be at least 0.60 to be considered reliable. However, he also emphasizes that a higher alpha value above 0.70 is better to ensure even higher reliability.

So the research results show that the standard alpha value is above 0.60, which means that it can be concluded that the test results of the data from each variable are reliable data.

Classical Assumption Test

1. Multicollinearity Test

Multicollinearity Test is a process to evaluate the extent to which independent variables in a regression model are correlated with each other. Multicollinearity occurs when two or more independent variables in a regression model are highly correlated with each other, making it difficult to distinguish the individual effects of each variable on the dependent variable.

Table 6. Multicollinearity Test Results

Research Variables	Tolerance	V I F	Information
Job Stress (X1)	0,837	1.194	Normal data
Workload (X2)	0,946	1.257	Normal data
Job Satisfaction (X3)	0,963	1.293	Normal data

Source: Appendix 5

Judging from table 6 above, the multicollinearity test in this study is normal because tolerance approaches 1 and the variance inflation factor (VIF) value is not more than 10.

2. Heteroscedasticity Test

Heteroscedasticity Test is a process to evaluate whether the variance of the error in the regression model is not constant or not homoscedastic. Heteroscedasticity occurs when the variance of the error is not constant or different at various levels of the value of the independent variable in the regression model, so that the material results of the heteroscedasticity test are described as follows:

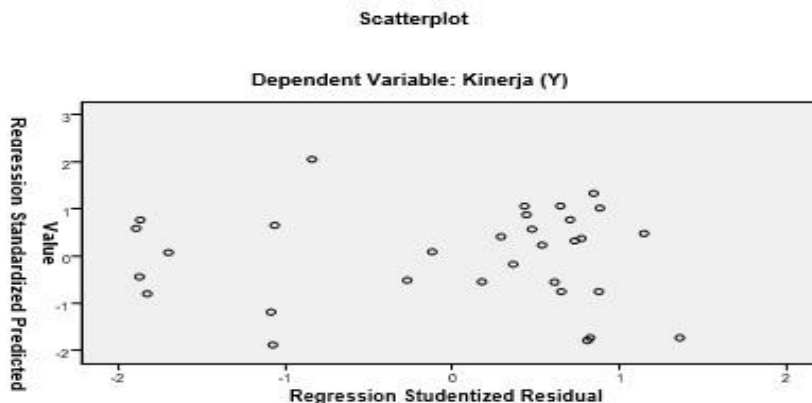


Figure 1. Hetero

In the scatter plot above, it can be seen that the residual variance widens as the predicted values

increase. In other words, the variation of the residual does not seem to be constant throughout the range of predicted values, indicating significant heteroscedasticity, so it can be concluded that the heteroscedasticity test is feasible to be used to predict dependent variables based on the influence of independent variables.

3. Normality Test

Normality Test is a process to evaluate whether the observed data or residuals from a regression model have a normal distribution. A normal distribution is a symmetrical distribution with a bell shape or Gaussian curve, where most of the data is around the middle value and only a few data are located in the tail of the distribution.

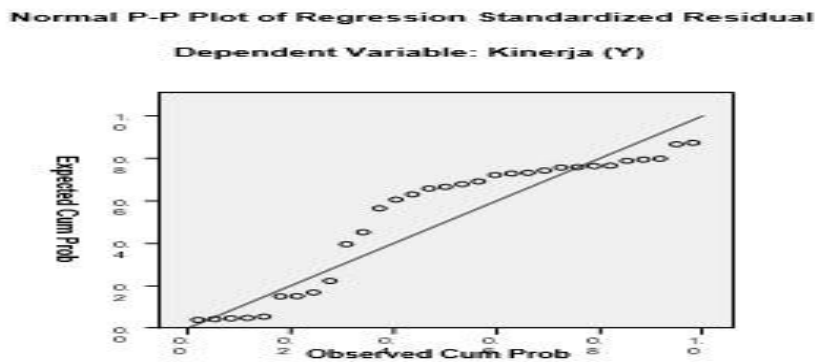


Figure 2. Normal PP Plot Diagram

Qualified Normality Test is a statistical test that shows that the observed data or residuals from the regression model have a distribution that approaches the normal distribution. The normal distribution is characterized by a bell shape or Gaussian curve, with most data centered around the middle value and little data scattered in the tail of the distribution. So it can be concluded that the results of the normality test indicate normal data.

Hypothesis Testing

1. Job Stress, Workload and Job Satisfaction have a significant effect simultaneously on Employee Performance at PT. Pilar Jaya Konstruksi, Tabalong Regency

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	301,835	3	100,612	26,617	,000(a)
	Residual	188,999	28	3,780		
	Total	490,833	31			

a Predictors: (Constant), Kepuasan Kerja (X3), Beban Kerja (X2), Stres Kerja (X1)
 b Dependent Variable: Kinerja Karyawan (Y)

It is known that the calculated F value is greater than the F table, namely: (calculated $F = 26.617 > F \text{ table} = 2.960$) or significance $p < 0.05$ is $0.000 < 0.05$. This analysis can be concluded that the fourth hypothesis (H4) which states that Work Stress (X1), Workload (X2) and Job Satisfaction (X3) have a significant simultaneous effect on employee performance at PT. Pilar Jaya Konstruksi, Tabalong Regency, as proven.

2. Job stress, burden work and satisfaction work has a significant effect on Employee Performance at PT. Pilar Jaya Konstruksi, Tabalong Regency

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,411	1,190		5,387	,000
	Stres Kerja (X1)	,481	,159	,479	3,025	,001
	Beban Kerja (X2)	,578	,148	,571	3,905	,000
	Kepuasan (X3)	,588	,144	,668	4,083	,000

a Dependent Variable: Kinerja Karyawan (Y)

a. Stres Work has a significant influence on Employee Performance at PT. Pilar Jaya Construction, Tabalong Regency

The comparison of the calculated t value is greater than the t table, namely: (calculated $t = 3.025 > t \text{ table} = 1.703$) or the significance of $p < 0.05$ is $0.000 < 0.05$, based on these results, the first hypothesis partially between the Work Stress variable (X1) has a significant effect on Employee Performance at PT. Pilar Jaya Konstruksi, Tabalong Regency, is proven. The Effects of Work Stress on employee performance (Y) at PT. Pilar Jaya Konstruksi, Tabalong Regency can be seen from Beta 0.479 which means that Work Stress (X1) affects Employee Performance at PT. Pilar Jaya Konstruksi Tabalong Regency is 47.9 %.

b. Workload has a significant effect on Employee Performance at PT. Pilar Jaya Konstruksi, Tabalong Regency

The comparison of the calculated t value is greater than the t table, namely: (calculated $t = 3.975 > t \text{ table} = 1.703$) or the significance of $p < 0.05$, namely $0.001 < 0.05$, then the second hypothesis states that there is a partial relationship between the variables of the Load Work (X2) has a significant effect on employee performance at PT. Pilar Jaya Konstruksi, Tabalong Regency, as proven. Influence of Load variable Work (X 2) on Employee Performance at PT. Pilar Jaya Konstruksi Tabalong Regency (Y) can be known from Beta 0.571 which means that Workload affects Employee Performance at PT. Pilar Jaya Konstruksi Tabalong Regency is 57.1 %.

c. Job Satisfaction has a significant effect on Employee Performance at PT. Pilar Jaya Konstruksi, Tabalong Regency

The comparison of the calculated t value is greater than the t table, namely: (calculated $t = 4.035 > t \text{ table} = 1.703$) or the significance of $p < 0.05$, namely $0.000 < 0.05$, then the third hypothesis which states partially between the Job Satisfaction variable (X3) has a significant effect on Employee Performance at PT. Pilar Jaya Konstruksi Tabalong Regency, is proven. The influence of the Job Satisfaction variable (X3) on Employee Performance (Y) at PT. Pilar Jaya Konstruksi, Tabalong Regency can be seen from Beta 0.668 which means that Job Satisfaction (X3) affects Employee Performance at PT. Pilar Jaya Konstruksi Tabalong Regency is 66.8 %.

3. Job satisfaction has a dominant influence on other independent variables.

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	6.411	1.190	
	Stres Kerja (X1)	.481	.159	.479
	Beban Kerja (X2)	.578	.148	.571
	Kepuasan (X3)	.588	.144	.668

a Dependent Variable: Kinerja ~~Karyawan~~ (Y)

Testing hypothesis This show independent variables that influence performance is Job satisfaction have mark Beta is greater than other variables, namely 0.668 or 66.8 %. and variables also mentioned own mark significant most small namely 0.00 0. then, the hypothesis this can stated that variable Job satisfaction is dominant variables influencing Employee performance at PT. Pilar Jaya Konstruksi Tabalong Regency is proven.

5. Conclusions

1. Work Stress (X1), Workload (X2) and Job Satisfaction (X3) have a significant simultaneous influence on Employee Performance. PT. Pilar Jaya Construction, Tabalong Regency.
2. Stress (X1), Workload (X2) and Government Satisfaction (X3) have a partially significant effect on Employee Performance in PT. Pilar Jaya Construction, Tabalong Regency.
3. The dominant variables that affect performance at PT. Pilar Jaya Kontruksi Tabalong Regency in this study is the Workload variable (X2).

Suggestions

1. Company management needs to pay attention to and manage employee work stress and workload and strengthen factors that can increase job satisfaction to support overall performance improvement. So it is necessary to take the following actions:
 - a. Time Management and Priorities
 - b. Provision of Support and Resources
 - c. Flexibility in Work Schedule
 - d. Stress Management Program
 - e. Recognition and Awards
 - f. Employee Communication and Engagement.
2. Management can use the findings of this study to design more effective human resource management policies and practices. This includes matching employee workloads to their capacities and skills, as well as identifying and addressing potential sources of work stress.
3. Future research could focus on developing and evaluating effective stress and workload management strategies in the construction environment. This could include interventions such as stress management training, employee wellness programs, or improved task design.

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