

ANALYSIS OF THE INFLUENCE OF WORK STRESS ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE

Mar'atus Solikhah

Universitas Catur Insan Cendekia Cirebon, Indonesia

Email: maratusholikhah615@gmail.com

*Correspondence: maratusholikhah615@gmail.com

ABSTRACT: In this study using a sample of 34 respondents, namely CV. Syntax Corporation Indonesia factory employees. The sample used was a saturated sampling technique. The testing in this study was carried out by analyzing the validity test, reliability test, classic assumption test, path analysis test, determination coefficient (R^2), and t test. For partial hypothesis testing, the t test is used, the t count value obtained for the Job Stress variable (X) for Job Satisfaction (Z) is 3.563 then for the Job Stress variable (X) for Employee Performance (Y) of 2.542 and for Job Satisfaction (Z) towards Employee Performance (Y) of -1,175. Then based on the results of the Kofisien test of Equation I determination of 0.284 it means that the contribution or work stress relationship is 28.4% and the remaining 71.6%, and from equation II the results are 0.174, meaning that the work stress factor (X) influences job satisfaction (Z) of 17.4%, while the remaining 82.6% is influenced by other factors not included in this study. Then from the results of calculations through Path with the Causal Step method and Product Of Coefficient it is stated that and in this study the results of z calculated are 1.077 and z tables are 0.353. So it can be concluded that z count > z table, the Intervening variable mediates the relationship between the Independent variable and the Dependent variable. Or in other words the Job Satisfaction variable mediates the relationship between the Job Stress variable and the Employee Performance variable.

Keywords: Work Stress, Employee Performance, Job Satisfaction

INTRODUCTION

Human Resources are a very important factor in achieving organizational goals. Other resources, besides human resources, cannot function if there are no people in the organization responsible for carrying out all the tasks and responsibilities. One of the determining factors in achieving an organization's goals is related to something experienced by almost all employees in the company or

organization, which is related to Job Stress, Employee Performance, and Job Satisfaction.

Job Stress is faced by almost all employees in the work environment, including at CV. Syntax Corporation Indonesia due to the demands of work that must be completed in a short time and can create pressure or stress on each employee. Job Stress usually tends to have a negative impact on employees.

This study aims to determine and analyze the influence of Job Stress (X) on Employee Performance (Y) with Job Satisfaction (Z) as an Intervening Variable, both simultaneously and partially

THEORETICAL FRAMEWORK AND PROBLEM FORMULATION

The Effect of Work Stress on Employee Performance

According to Spielberger, Charles D (2003: 6) states that stress is external demands that affect a person, such as objects in the environment or a stimulus that is objectively harmful. If a person's ability is only up to number 5 (five) but faces a job that demands the ability with the number 9 (nine), then it is very likely that the person will be exposed to Work Stress.

Work stress has a considerable effect on employee performance because an employee who experiences work stress pressure in his work is likely to have a maximum level of performance or experience a decreased level. This theory is in accordance with Tri Wartono (2017) research entitled The Effect of Work Stress on Employee Performance which examines the problem of the effect of Work Stress (X) on Employee Performance (Y). And from the results of the studies above, it can be seen that there is a very strong or positive significant influence between Work Stress and Employee Performance.

So the first hypothesis of this study is:

H1: Work Stress Has a Significant Effect on Employee Performance.

The Effect of Work Stress on Job Satisfaction

According to Robbin & Judge (2012) in the journal Toman Romanco

Sormin, et al (2017: 65) define Stress is a dynamic condition in which an individual is faced with opportunities, demands, or resources that are tied to what the individual desires and whose results are seen as uncertain and important. Work Stress has a considerable effect on Job Satisfaction, because an employee who is experiencing Work Stress cannot complete his work optimally and does not feel satisfaction with the results of his work. This theory is in accordance with research conducted by Toman Romanco Sormin et al (2017) entitled The Effect of Work Stress on Job Satisfaction and its impact on Employee Performance which examined the effect of Work Stress (X) on Job Satisfaction (Z) and its impact on Employee Performance (Y). And it is known that the results above can be known the results that Work Stress affects Job Satisfaction. So the first hypothesis of this study is:

H2: Work Stress has a significant effect on Job Satisfaction.

The Effect of Job Satisfaction on Employee Performance

Understanding Job Satisfaction according to Hasibuan (2001: 202) in the book Drs. Bintoro, M.T and Drs. Daryanto (2017: 91) is an emotional attitude that is pleasant and loves his work. This attitude is reflected by work morale, discipline and work performance. Job satisfaction is enjoyed on the job, outside of work, and a combination of inside and outside work. An employee who has felt satisfaction in his work can be implied that his performance level is optimal or has increased periodically.

This theory is supported by research by Uzzah Roni Amalia et al (2016) entitled The Effect of Work Stress and Job Satisfaction on Employee

Performance which tested the effect of Work Stress (X1) and Job Satisfaction (X2) on Employee Performance (Y). And it is known that the results above can be known that Job Satisfaction affects Employee Performance.

So the first hypothesis of this study is:

H3: Job Satisfaction has a significant effect on Employee Performance.

The Effect of Job Stress on Employee Performance with Job Satisfaction as an Intervening Variable

Employee Performance is the result of work achieved by a person or group of people in accordance with the authority / responsibility of each employee during a certain period. A company needs to conduct a work appraisal on its employees. Employee

performance is *an outcome* produced by employees in a certain period of time. This is in line with the opinions of Hasibuan (2012) and Wibowo (2012) defining performance as the *outcome* of employees based on the results, processes and work attitudes of employees in a certain period of time. This theory is supported by Maslatifa Hanim's (2016) research entitled The Effect of Stress, Work on Job Satisfaction, on Employee Performance which examines the effect of Work Stress (X) on Job Satisfaction (Z) and its impact on Employee Performance (Y).

So the first hypothesis of this study is:

H4: Job Satisfaction mediates the relationship between Job Stress and Employee Performance.

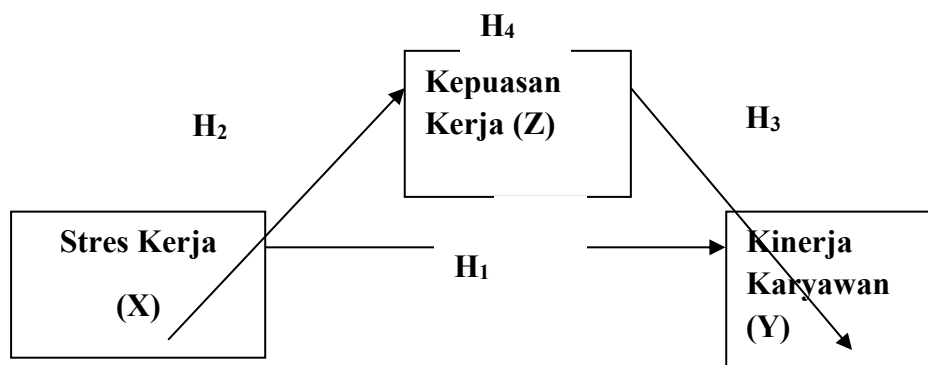


Figure 1

Theoretical Framework of Thought

Source : Ferni Wijaya (2017), developed for research (2019)

RESEARCH METHODS

Research Variables

This study used dependent variables, intervening variables, and independent variables. The dependent

variable used is Employee Performance. The intervening variable used is Job Satisfaction. As well as independent used is Work Stress.

Table 1
Variable than Indikator

| No. | Variable | Variable Operational Definition | Indicator |
|-----|-----------------|--|-----------------------|
| 1. | Stress Work (X) | Stress is the consequence of any environmental actions and situations that place excessive psychological and | Gia Anggun Krishna |

| | | | |
|----|--|---|---|
| | physical demands on a person. According to Sunyoto (2012: 61) in Feni Wijaya's research (2017: 13) | Aryyaguna (2015): <ol style="list-style-type: none"> 1. Physical Condition of Workspace Layout 2. Target 3. Business Hours 4. Rest 5. Overtime 6. Perception | |
| 2. | Employee Performance (Y) | Performance is the process of evaluating how well employees are doing their jobs compared to a set of standards, and communicating that information to employees. According to Sani (2010: 83) in Feni Wijaya's research (2017: 26) | Galih Arga Nurcahya, Fetty Poerwita Sary (2018): <ol style="list-style-type: none"> 1. Quantity of Work 2. Quality of Work 3. Timeliness 4. Presence |
| 3. | Job Satisfaction (Z) | Job Satisfaction is closely related to the attitude of employees towards their own work, work situation, cooperation between leaders and employees. According to Moch. As'ad (1995) in the journal Uzzah Roni Amalia, et al (2016) | Bahrudin (2011): <ol style="list-style-type: none"> 1. Types of work 2. Co workers 3. Working conditions |

Population and Sample

In this study, the population used was CV employees. Syntax Corporation Indonesia. Based on this study because the population is more than 100 respondents, the author takes 100% of the total population in CV. Syntax Corporation Indonesia is as many as 120 respondents. Or use saturated sampling techniques. Thus, the use of the entire population without having to draw a research sample as a unit of observation is referred to as a census technique.

Data Analysis Methods

The data collection method in this study used questionnaires or

questionnaires given to CV employees. Syntax Corporation Indonesia. To analyze the data, this study used *Statistical Package for Social Science* (SPSS) version 20.

RESEARCH RESULTS AND DISCUSSION

Distribution of questionnaires or questionnaires. Of the total 120 questionnaires distributed, the questionnaire returned to researchers in the whole number, namely 120 questionnaires, because the location of the questionnaire distribution was on the CV. Syntax Corporation Indonesia.

Table 2
Identifikasi Respondents

| No | Characteristic Demographics | Category | Number (of people) |
|----|-----------------------------------|----------------|--------------------|
| 1. | Respondent's Gender | 1. Man | 63 |
| | | 2. Woman | 57 |
| 2. | Respondent's Last Education Level | 1. SMA/SMK | 30 |
| | | 2. D3 | 10 |
| | | 3. S1 | 55 |
| | | 4. S2 | 25 |
| 3. | Age of Respondent | 1. 17-25 Tahun | 72 |
| | | 2. 25-40 Tahun | 48 |
| 4. | Respondent's Length of Service | 1. < 5 Tahun | 12 |
| | | 2. 5-10 Tahun | 6 |

Sumber: Data primer yang diolah, 2023

Table3

| Validity Test Results Variable | Question Point | r- count | r-table | Information |
|---------------------------------|----------------|----------|---------|-------------|
| Work Stress (X) | 1 | 0,510 | 0,339 | VALID |
| | 2 | 0,479 | 0,339 | VALID |
| | 3 | 0,392 | 0,339 | VALID |
| | 4 | 0,513 | 0,339 | VALID |
| | 5 | 0,526 | 0,339 | VALID |
| | 6 | 0,528 | 0,339 | VALID |
| | 7 | 0,482 | 0,339 | VALID |
| Employee Performance (Y) | 1 | 0,516 | 0,339 | VALID |
| | 2 | 0,547 | 0,339 | VALID |
| | 3 | 0,435 | 0,339 | VALID |
| | 4 | 0,405 | 0,339 | VALID |
| | 5 | 0,366 | 0,339 | VALID |
| | 6 | 0,408 | 0,339 | VALID |
| | 7 | 0,558 | 0,339 | VALID |
| Job Satisfaction (Z) | 1 | 0,675 | 0,339 | VALID |
| | 2 | 0,612 | 0,339 | VALID |
| | 3 | 0,573 | 0,339 | VALID |
| | 4 | 0,559 | 0,339 | VALID |
| | 5 | 0,501 | 0,339 | VALID |
| | 6 | 0,438 | 0,339 | VALID |
| | 7 | 0,657 | 0,339 | VALID |

Source: Processed primary data, 2023

Table 4
Reliability Test Results

| Variabel | r hitung | r tabel | Keterangan |
|----------|----------|---------|------------|
| (X) | 0,458 | 0,339 | Reliabel |
| (Y) | 0,375 | 0,339 | Reliabel |
| (Z) | 0,663 | 0,339 | Reliabel |

Source: Processed primary data, 2023

The results of the data analysis show that the data is normally distributed. In addition, the data is also valid and reliable, it can be declared valid and reliable if $r_{hitung} > r_{tabel}$ (0,339).

Analysis is carried out through Path Analysis using 2 methods, namely the Causal Step method and Product of Coefficient.

a. Causal Step Method

Table 5
Regression Results of the Effect of Work Stress on Employee Performance Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 13,679 | 4,714 | | 2,902 | ,007 |
| Work Stress (X) | ,379 | ,169 | ,370 | 2,251 | ,031 |

a. Dependent Variable: Employee Performance (Y)

Source: Processed primary data, 2023

Based on the results of the SPSS test above, the results of Unstandardized Coefficients of Work Stress on Employee Performance

amounted to 0.379 with a significance of 0.031, meaning that there is a significant influence between Work Stress on Employee Performance.

Table 6
Regression Results of the Effect of Work Stress on Job Satisfaction Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 14,206 | 3,888 | | 3,654 | ,001 |
| Work Stress (X) | ,495 | ,139 | ,533 | 3,563 | ,001 |

a. Dependent Variable: Kepuasan kerja (Z)

Source: Processed primary data, 2023

Based on the results of the SPSS test above, the results of *Unstandardized Coefficients* of Work Stress on Job Satisfaction amounted to 0.495, with a significance of 0.001

means that there is a significant influence between Work Stress and Job Satisfaction.

b. *Product of Coefficient Method*

Table 7
Results of Job Stress Regression on Job Satisfaction

| | | Coefficients^a | | | | |
|-------|-----------------|---------------------------------|------------|------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardize | t | Sig. |
| | | B | Std. Error | d Coefficients Beta | | |
| 1 | (Constant) | 14,206 | 3,888 | | 3,654 | ,001 |
| | Stres kerja (X) | ,495 | ,139 | ,533 | 3,563 | ,001 |

a. Dependent Variable: Kepuasan kerja (Z)

Source: Processed primary data, 2023

Based on the results of the SPSS Test above, the results of *Unstandardized Coefficients* in equation I of Work Stress to Job Satisfaction of 0.495, with a

significance of 0.001, means that there is a significant influence between Work Stress and Job Satisfaction.

Table 8
Hasil Kufisien Determinasi

| Model Summary | | | | |
|----------------------|-------------------|-------------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,533 ^a | ,284 | ,262 | 3,293 |

a. a. Predictors: (Constant), Stres kerja (X)

b. b. Dependent Variable : Kepuasan Kerja (Z)

Source : Primary Data processed

Based on the Coefficient of Determination Test that has been done, the error value of equation I is $e1 = \sqrt{1 - R^2} = \sqrt{1 - 0,284} = \sqrt{0,716} = 0,846$. The last step is to compare the calculated z value with the table z value. In this study, the result of z count is 1.077 and z table is 0.353. So it can be concluded that $z_{calculate} > z_{table}$ then the Intervening

variable mediates the relationship between the Independent variable to the Dependent variable. Or in other words, the Job Satisfaction variable mediates the relationship between the Job Stress variable and the Employee Performance variable.

CONCLUSION

From the test results with the path analysis method, it shows based on the results of the *Path Analysis* test with the Causal Step and *Product Of Coefficient* methods and in this study the results of the z_{count} are 1.077 and the z_{table} is 0.353. So it can be concluded that $z_{\text{calculate}} > z_{\text{table}}$ then the Intervening variable mediates the relationship between the Independent variable to the Dependent variable. Or in other words, the Job Satisfaction variable mediates the relationship between the Job Stress variable and the Employee Performance variable.

REFERENCE

- Afid, Burhanuddin, 2013. *Pengertian Penelitian Kuantitatif dan Kualitatif*. Diambil <https://afidburhanuddin.wordpress.com/2013/05/21/penelitian-kuantitatif-dan-kualitatif/>. Diakses tanggal 15 November 2018.
- Arif, Budiman, 2017. *Analisis Pengaruh WORK- Family Conflict, Burnout, dan Stres Kerja terhadap Kinerja Karyawan Asri Medical Center Yogyakarta*, Skripsi Universitas Muhammadiyah Yogyakarta.
- Anoraga, P, 1998. *Psikologi Kerja*. PT, Rineka Cipta, Jakarta.
- Arikunto, Suharsimi, 2002. *Metodologi Penelitian*. Penerbit PT Rineka Cipta, Jakarta.
- Arikunto, Suharsim, 2010. *Prosedur Penelitian Suatu Pendekatan Praktik*, PT. Rineka Cipta, Jakarta.
- Chadek, Novi Charisma Dewi, dkk, 2014. *Pengaruh Stres Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada Bagian Tenaga Penjualan UD Surya Raditya Negara*. 2.
- Colquitt, Jason A, Jeffery A, LePine, and Michael J Wesson, 2011. *Organizational Behaviour*, McGraw-Hill, New York.
- Dahlen, E.R. Martin, R.C. Ragan, K, and K uhlman, M.M, 2004. *Boredom proneness in anger and aggression: Effects of impulsiveness and sensation seeking, Personality, and Individual Differences*, 37, 1615-1627.
- Damrad-Frye, R, &, Laird, J. P, 1989. *The experience of boredom: The role of selfperception of attention*. *Journal of Personality and Social Psychology*, 57, 315–320.
- Drs. Bintoro, M. T, dkk, 2017. *Manajemen Penilaian Kinerja Karyawan*, Gava Media, Yogyakarta.
- Firmansyah, 2018. *Pengertian data*. Diambil <https://www.nesabamedia.com/pengertian-data/>. Diakses tanggal 15 November 2018.
- Fisher, D, 1998. *Effects of external and internal interruptions on boredom at work: two studies*, *Journal of Organizational Behavior*, Australia.
- Gibson, James L, 1997. *Organisasi*, Erlangga, Jakarta.

- Gibson, James L, et al, 1993. *Organisasi dan Manajemen*. Terjemahan: Djoerban Wahid, Edisi Keempat, Erlangga, Jakarta.
- Gibson, Ivancevich Donnelly, 2009. *Organisasi*, Erlangga, Jakarta.
- Gray, J. S, 1952. *Psychology in industry*, McGraw Hill Book Co, New York.
- Hasibuan, Melayu, 2003. *Organisasi dan Motivasi, Dasar Peningkatan Produktivitas*, Bumi Aksara, Jakarta.
- Hana, Catur S, 2013. *Pengertian Tanggung Jawab*. Diambil [http://repository.ump.ac.id/174/3/BAB%20II Hana%20Catur%20S..pdf](http://repository.ump.ac.id/174/3/BAB%20II%20Catur%20S..pdf). Diakses tanggal 16 November 2018.
- Hilda, Christiana, 2005. *Pengaruh Aspek Tanggung Jawab*. Diambil <https://core.ac.uk/download/pdf/11715622.pdf>. Diakses tanggal 16 November 2018.
- J. Supranto, 2002. *Statistik Teori dan Aplikasi*, Edisi Keenam, Erlangga, Jakarta.
- Luthans, Fred, 2006. *Pelaku Organisasi*, Edisi 10, Andi, Jakarta.
- Luthans, Fred, 2011. *Perilaku Organisasi*. Edisi Bahasa Indonesia. Alih Bahasa V.A Yuwono, dkk, Andi, Yogyakarta.
- Mangkunegara, A.A, Anwar Prabu, 2001. *Manajemen Sumber Daya Manusia Perusahaan*, Rosda Karya, Bandung.
- Mangkunegara, A. A, Anwar Prabu, 2013. *Manajemen Sumber Daya Manusia Perusahaan*, Cetakan Kesebelas, PT. Remaja Rosdakarya, Bandung.
- Mangkunegara, A.A, Anwar Prabu, 2000. *Manajemen Sumber Daya Manusia Perusahaan*, PT. Remaja Rosdakarya, Bandung.
- Maslatifa, Hanim, 2016. *Pengaruh Stres Kerja Terhadap Kepuasan Kerja Serta Dampaknya Pada Kinerja Karyawan Hull Construction di PT DOK dan Perkapalan Surabaya*.4(3):1-10.
- Mathis, Robert L. dan John H. Jackson. 2002. *Manajemen Sumber Daya Manusia*, Edisi Pertama Salemba Empat, Jakarta
- Muchlisin, Riadi, 2016. *Pengertian penyebab dan akibat stres kerja*. Diambil <https://www.kajianpustaka.com/2016/10/pengertian-penyebab-dan-akibat-stres-kerja.html>. Diakses tanggal 15 November 2018.
- Permendagri No. 12 tahun 2008 tentang Pedoman Analisis Beban Kerja. Diambil <http://kemendagri.go.id>. Diakses tanggal 2 Desember 2018.
- Riny, Chandra dan Dody, Adriansyah, 2017. *Pengaruh Beban Kerja dan Stres Kerja*. Diambil <https://media.neliti.com/media/publications/196967-ID-pengaruh-beban-kerja-dan-stres-kerja-ter.pdf>. Diakses tanggal 16 November 2018.

- Rivai, Veithzal & Ahmad, Fawzi Mohd Basri, 2005. *Performance Appraisal Sistem yang tepat untuk Menilai Kinerja Karyawan Dan Meningkatkan Daya Saing Perusahaan*, Raja Grafindo Persada, Jakarta.
- Rivai, Veithzal & Ahmad, Fawzi Mohd Basri, 2004. *Manajemen Sumber Daya Manusia Untuk Perusahaan*, PT. Raja Grafindo Persada, Jakarta.
- Riduwan & Engkos Achmad Kuncoro, 2008. *Cara Mudah Menggunakan dan Memakai Path Analysis (Analisis Jalur)*, CV Alfabeta, Bandung.
- Robbins & Judge, 2012. *Organizational Behaviour 15 th ed'* Pearson, publishing as Prentice Hall. All rights reserved, Slideshare books, United States of America. Diakses tanggal 2 Desember 2018.
- Robbins & Judge, 2012. *Organizational behavior, Library of Congress Cataloging-in-Publication Data*, 15th ed, US America.
- Sani, Achmad, 2010. *Metodologi Riset Manajemen Sumber Daya Manusia*, UIN Maliki Press, Malang.
- Sani, Achmad dan Vivin Maharani, 2013. *Metode Penelitian Manajemen Sumber Daya Manusia (Teori, kuesioner dan Analisis Data)*, UIN MALIKI Press, Cetakan Ke-2, Malang.
- Santoso, Slamet, 2013. *Statistika Ekonomi Plus Aplikasi Spss*, Umpo Press, Ponorogo.
- Santoso, Slamet, Singgih, 2001. *Mengolah Data Statistik Secara Profesional*, PT. Alex Media Komputindo, Jakarta.
- Sarmin, Toman, dkk, 2017. *Pengaruh Stres Kerja Terhadap Kepuasan Kerja serta Dampaknya Terhadap Kinerja Karyawan Pada Karyawan di PT Panin Bank Banjarmasin*.5(1):63-72.
- Sinangun, Muchdarsyah, 2003. *Produktivitas: Apa dan Bagaimana*, Bumi Aksara, Bandung.
- Sulistiyani, Ambar. T dan Rosidah, 2003. *Manajemen Sumber Daya Manusia: Konsep, Teori dan Pengembangan Dalam Organisasi Publik*, Penerbit Graham Ilmu, Yogyakarta.
- Sunyoto, D, 2012. *Manajemen Sumber Daya Manusia*, CAPS, Yogyakarta.
- Sugiyono, 2002. *Metode Penelitian Administrasi*, CV. Alfabeta, Bandung.
- Suharyadi, Purwanto S.K, 2007. *Statistika Untuk Ekonomi & Keuangan Modern*, Buku 2, Salemba Empat, Jakarta.
- Suciningtyas, Santi, Siti Masokhah, 2006, Analisis Faktor-Faktor yang mempengaruhi Kinerja Pegawai (Studi Kasus pada Dinas Koperasi, UKM, Perindustrian dan Perdagangan Kabupaten

- Pemalang), Jurnal STIE Assholeh Pemalang.
- Sugiyono, 2008. *Metode Penelitian Kuantitatif Kualitatif dan R&D*, Alfabeta, Bandung.
- Sugiyono, 2010. *Metode Penelitian Kuantitatif Kualitatif dan R&D*, Alfabeta, Bandung.
- Sumilah, Andari, 2017. *Pengaruh Kepuasan Kerja terhadap Kinerja Karyawan*. Diambil <https://artikelkuliahkita.blogspot.com/2017/04/pengaruh-kepuasan-kerja-terhadap.html>. Diakses tanggal 15 November 2018.
- Sujarweni, V. Wiratna, 2014. *Metode Penelitian: Lengkap, Praktis, dan Mudah Dipahami*, Pustaka Baru Press, Yogyakarta.
- Slamet, Riyadi, 2015. *Pengertian Angket menurut Para Ahli*. Diambil <https://plus.google.com/108778983038189772221/posts/aL7uEdCPD7L>. Di akses tanggal 15 November 2018.
- Syafi'i, Sumber Imam, 2018. *Analisis Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Pegawai dengan Motivasi sebagai Variabel Intervening*, Proposal STIE Assholeh Pemalang.
- Thackray, R, 1981. *The Stress of Boredom and Monotony: A Consideration of the Evidence*, Elsevier North Holland, Inc, NewYork.
- Tri, Wartono, 2017. *Pengaruh Stres Kerja Terhadap Kinerja Karyawan Studi Pada Karyawan Majalah Mother And Baby*.4(2):41-55.
- T, Hani Handoko, 2011. *Manajemen Personalia dan Sumber Daya Manusia*, BPFE, Yogyakarta.
- Uzzah, Roni Amalia, dkk. 2016. *Pengaruh Stres Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan*.4.
- Word Press, 2016. *Pengertian Hipotesis menurut para ahli*. Diambil <https://www.sepengetahuan.co.id/2016/04/10-pengertian-hipotesis-menurut-para-ahli-terlengkap.html>. Diakses tanggal 15 November 2018.

