

The Impact of Work Stress as Moderator Between Organizational Culture and Employee Performance at Musical Equipment Company in Medan

Wang Xixi*

Universitas Prima Indonesia, Medan, Indonesia

Abstract: The organization is presently attempting to accomplish greatest execution with the goal that it can get by in solid rivalry. Numerous things are finished by the organization to accomplish execution, one of which is by working on the exhibition of HR on the grounds that with superior, the organization can run and foster well. Work pressure is additionally vital in light of the fact that pressure is a psychological strain that meddles with the enthusiastic state, points of view and state of being of an individual which whenever left extended outcomes in the psychological and passionate condition of the representative, which will ultimately influence his presentation. Hierarchical culture is one of the references to representatives to work altogether and offer ideal assistance. Hierarchical culture can assist with further developing representative execution, since it can make a significant degree of work solace for representatives to give their best capacities. In light of the concise, the accompanying issues are defined how the Impact of Work Pressure and Hierarchical Culture on Worker Execution in Melodic Gear Organization in Medan. The technique utilized in this exploration is quantitative methodology, this kind of examination is clear quantitative, and the idea of this exploration is logical. Information assortment techniques are completed with interviews, arrangements of inquiries and documentation examines. The information investigation strategy utilized is different straight relapse. The populace is all representatives of Melodic Gear Organization in Medan which numbered 93 individuals. The assurance of tests in this review utilized immersed examining where 93 individuals were utilized as exploration tests and 30 respondents were taken from branch organizations for use in legitimacy and unwavering quality tests. The aftereffects of the review on the speculation showed that work pressure and hierarchical culture all the while and somewhat significantly affect representative execution. The finish of this review is that at the same time and somewhat work pressure and hierarchical culture have an exceptionally huge impact on representative execution at Melodic Hardware Organization in Medan.

Keywords: Work stress, organizational culture, employee performance.

1. Introduction

Stress is mental pressure that meddles with one's enthusiastic state, perspectives and state of being. Typically stress is brought about by different elements, both from inside and outside the workplace. Representatives can encounter work pressure if the

work they are capable past their capacities. The powerlessness of workers to manage pressure and let it delay affects the psychological and enthusiastic condition of employees, which will eventually influence their exhibition.

Hierarchical culture is one of the references for representatives to work altogether and offer ideal support. Hierarchical culture can assist with further developing worker execution, since it can make a significant degree of work comfort for representatives to put forth a valiant effort. As a general rule, carrying out the hierarchical culture is certifiably not a simple work. On the off chance that the way of life applied in the organization is too restricting on worker opportunity, work disappointment will emerge which prompts representative work pressure which can likewise influence worker execution.

In light of Human Asset Office (HRD) information of melodic hardware organization in Medan, the worker execution is having an issue that seen from decline in work focuses from January 2020 till June 2020.

Work pressure is off-base one factor that causes worker execution at Melodic hardware organization in Medan diminished because of strain from bosses for work abundance is joined by the presence of twofold work and furthermore requests for accomplishment of focuses with great outcomes most extreme. In addition, supervisor will in general notice the arrangement work results (reports) without notice impediments or issues what befell his subordinates. Thing this is likewise brought about by helpless correspondence seen from the many contentions that occurs in organizations like unfortunate and absence of rivalry consideration from the authority so that diminished presentation. This can be seen from the turnover information report countless representatives who leave organization.

2. Literature Review

As per Siagian (2015) [1], expressed that pressure is the strain condition influence feelings an individual's brain and state of being.

Stress is a condition dynamic where is somebody confronted with a showdown between a promising circumstance, impediment or interest for what he need and the outcome is seen

*Corresponding author: dedeansyariguci@unprimdn.ac.id

unsure and significant [2].

As indicated by Mangkunegara (2013) [3], work pressure is discouraged sentiments experienced by representatives even with calling.

As per Sutrisno (2010) [4], authoritative culture can characterized as gadget arrangement of qualities, convictions, presumptions, or standards which has been essentially for quite a while, concurred and followed by individuals from an association as a set of principles and critical thinking the association.

As indicated by Phithi Sithi Amnuai (2012) [5], culture association is a series of expectations standards and convictions held by individuals from the association then, at that point, created and acquired to take care of issues outer transformation and inner mix issues.

Culture association is qualities, convictions and essential standards which is the reason for frameworks and practices the board and conduct upgrade and fortify standards [6].

As indicated by Excavator (2010) [7], execution is the way one is normal can work and act as per the allotted undertaking to him. Each expectation with respect to how one ought to act in doing task, intends to show a job in the association.

As per Mangkunegara (2013) [3], comprehension of execution (work achievement) is the consequence of work as far as quality and amount accomplished by a worker in doing their obligations as per the obligation given to him.

As per Rivai, et,al (2015) [8], execution is genuine conduct shown everybody as work execution produced by representatives as per its job in organization. Representative execution is a vital in the organization's endeavors to accomplish its objectives.

Express the pressure experienced by representatives because of the climate it will influence execution and occupation fulfillment [2].

As indicated by Badeni (2014) [9], expressed that if work pressure too superior starts to decrease since work pressure mediates execution. A worker loss of force/capacity to survive, become unfit settle on different choices, and this influence conduct.

As per Handoko (2008) [10], expressed that pressure can be extremely useful or useful, however can likewise play a wrong (useless) or impede work execution. In straightforward terms this implies pressure can possibly push or upset execution of work, contingent upon feeling of anxiety.

3. Conceptual Framework

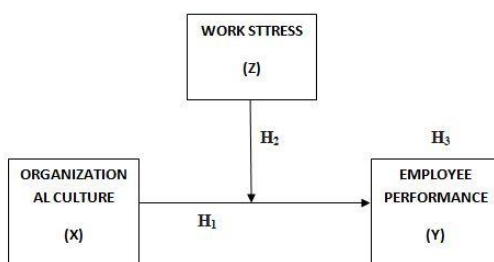


Fig. 1. Conceptual framework

As per Handoko (2008) [10], expressed that pressure can be extremely useful or useful, however can likewise play a wrong (useless) or impede work execution. In straightforward terms this implies pressure can possibly push or upset execution of work, contingent upon feeling of anxiety.

The conceptual framework in this research is shown in fig. 1.

4. Hypothesis

The hypothesis of this research are follow:

H₁ : Organizational Culture is significant effect to employee performance at musical equipment company.

H₂ : Work stress moderate the relationship of organizational culture and employee performance

H₃ : Employee performance is significant by organizational culture

5. Methodology

A. Examine the relationship between organizational culture, work stress as moderating towards employee performance

Ghazali P. L. et. al, [12], review that an exploration area was figured out how to analyze the connection between management, struggle as directing, and representative execution in a steel organization. The polls were 139 surveys which were conveyed in Medan, Indonesia. Respondents were picked among the worker who work at steel organization in Medan, Indonesia. The survey was embraced from [13] and [14]. The survey has 3 builds, where 1 develop was autonomy variable, 1 develop was intervening variable, and 1 develop was reliant variable. By utilizing five Likert-Scale for each question of the survey.

The reacts from respondents for this exploration, then, at that point, investigated utilizing Statistical-Package for Social-Science (SPSS) version 23 to discover the consequence of unwavering quality examination, legitimacy investigation and Kolmogrov-Smirnov of the develop [15].

6. Results and Discussions

A. Reliability Analysis

As per Ghozali (2016) [16], dependability is really an instrument to quantify a poll which is a marker of a variable or build. A survey is supposed to be solid in case an individual's response to the assertion is predictable or stable over the long haul. The dependability testing measures are as per the following:

1. If the cronbach alpha value > 0.60 then it is declared reliable
2. If the cronbach alpha value < 0.60 then it is declared unreliable

Table 1
Reliability analysis

Variables	Cronbach's-Alpha	No. of Items
Organizational Culture	0.946	12
Work Stress	0.838	14
Employee Performance	0.902	10

Table 2
F-Test

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2725.956	2	1362.978	97.211	.000 ^b
	Residual	1261.872	90	14.021		
	Total	3987.828	92			
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	298.552	2	144.752	14.889	.001 ^b
	Residual	691.645	66	9.722		
	Total	971.259	68			

a. Dependent Variable: Kinerja
b. Predictors: (Constant), Komunikasi, Pengawasan

Table 3
T-Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.882	3.537		1.380	.172
	Kompetensi	.443	.104	.4554	4.252	.000
	Pelatihan	.238	.112	.219	2.048	.045

a. Dependent Variable: Kinerja

Table 4
Statistical Normality Test

One-Sample Kolmogorov-Smirnov Test		
	Unstandardized Residual	
N	93	
Normal Parameters ^{a,b}	.0000000	.0000000
	3.70351209	4.44056836
Most Extreme Differences	.080	.090
	.069	.086
	-.080	-.090
Kolmogorov-Smirnov Z	.773	
Asymp. Sig. (2-tailed)	.589	
a. Test distribution is Normal.		
b. Calculated from data.		

It shown that each of the three factors got high Cronbach's-alpha, the Cronbach's-alpha is greater than 0.6 means acknowledged [17].

B. Validity (F-Test and T-Test)

As indicated by Ghozali (2015) [16] F-test and T-test essentially shows how far the impact of one illustrative/free factor exclusively in clarifying the variety of the reliant variable.

From the table 2 and table 3 over, the outcome shows that the legitimacy are legitimate. It implies that the hypothesis were acknowledged.

C. Normality Test

Normality test was overseen as its necessity [13]. By utilizing one-example Kolmogorov-Smirnov test [14], it shows that the gathered information was conveyed typically. Table 4 underneath shows the outcome.

The p-value = >0.05 on the one-example Kolmogorov-Smirnov test insights yield on Table 4 above shows that the information gathered disregard the suspicion of ordinariness circulation. Because of the infringement of ordinariness conveyance, it recommended to utilize parametric procedure examination [13].

7. Conclusion

From the reliability test outcome, it shown that every one of the three factors got high Cronbach's-alpha, the Cronbach's-alpha is greater than 0.6 means acknowledged [19]. With the goal that the took on instruments to the populace and circumstance of the examination were acknowledged. From the F-test and T-test, the outcome from the ordinariness test by utilizing One-example Kolmogorov-Smirnov test, the outcome show that the gathered information was typically circulated.

References

- [1] Siagian, Sondang P. (2015), *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara
- [2] Sunyoto, Danang (2013), *Manajemen Sumber Daya Manusia*, Jakarta: PT. Buku Seru.
- [3] Mangkunegara, A.A. Anwar Prabu. (2013), *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya Offset.
- [4] Sutrisno, H. Eddy. (2010), *Budaya Organisasi*, Jakarta: Kencana Prenadamedia Group.
- [5] Phithi Sithi Amnuai (2012), *Manajemen Konflik*. Cetakan ke-1, Bandung: Pustaka Setia.
- [6] Daniel, R. Edison. (2012), *Pemahaman Manajemen Sumber Daya Manusia* Cetakan 1. Ed 1 Jakarta: CAPS (Center for Academic Publishing Service).
- [7] Miner (2010), *Teori Perilaku Organisasi*. Cetakan ke-1. Yogyakarta: PT. Buku Seru.

- [8] Rivai, Veithzal, Mansyur Ramly, Thoby Mutis & Willy Arifah. (2015). *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori Ke Praktik*, Edisi ke-3. Jakarta: PT. Rajagrafindo Persada.
- [9] Badeni (2014), *Kepemimpinan & Perilaku Organisasi*. Bandung: Alfabeta.
- [10] Handoko, T. Hani. (2008), *Manajemen Personalial dan Sumberdaya Manusia*. Yogyakarta: BPFE-Yogyakarta.
- [11] Kurniawan (2012), *Metode Penelitian Sosial & Bisnis*. Yogyakarta: Graha Ilmu.
- [12] Ghazali, P.L, I. Mohd, W.M.A.W. Ahmad and M. Mamat, 2012. Integration Model of Education Plan Takaful: A Case Study for Terengganu, Kelantan and Perlis, States in Malaysia. *Far East Journal of Mathematical Sciences (FJMS)*. Alahabad, India. Puspha Publishing House, Volume 65 No.1 (2012). Issue of the FJMS: 97-117.
- [13] Bangun, Wilson. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga.
- [14] Wibowo. (2014). *Manajemen Kinerja*, Edisi ke-4, Jakarta: Rajagrafindo Persada.
- [15] Torang, Syamsir. 2012. *Metode Riset Struktur dan Perilaku Organisasi*. Bandung Alfabeta.
- [16] Ghozali, Imam (2016), *Aplikasi Analisis Penerbit Multivariate Dengan Program SPSS*. Cetakan ke 8, Semarang: Badan Universitas Diponegoro.
- [17] Sekaran, U and Bougie. R, *Research methods for business: A skill building approach*. John Wiley & Sons, 2006.
- [18] Ghasemi, A & Zahediasl, S, Normality tests for statistical analysis: A guide for non-statisticians. *International Journal of Endocrinology and Metabolism*, (2012) 10(2), 486-489.
- [19] Pallant, J, *SPSS survival manual: A step-by-step guide to data analysis using SPSS version 15*. Nova Iorque: McGraw Hill. 2007.