WORK STRESS AND WORK PRODUCTIVITY WITH SELF ADJUSTMENT OF EMPLOYEES

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ABSTRACT. Adjustment during work requires extra precision. With the process of self-adjustment, work productivity can be overcome so that it does not have an impact on pressure at work. The purpose of this study was to examine the relationship between work stress and work productivity with adjustment to employees at the Bina Karya Harapan Jaya Social Institution in Balaraja. The data collection method in this study used a quantitative method using a scale which included the independent variable, namely work stress and the dependent variable in this study, namely self-adjustment. The respondents used in this study were 31 PJLP employees of the Bina Karya Harapan Jaya Social Institution in Balaraja. Sampling in the research used is saturated sampling. Measuring tool used is the scale of work stress, work productivity, adjustments were analyzed using the SPSS application version 24.0 for Windows. The results showed that there was a significant relationship between work stress and self-adjustment. Then there was a significant relationship between work productivity and self-adjustment. From the results of this study it can be concluded that overall work stress and work productivity with self-adjustment of employees are in the high category.

Keywords : Work Stress; Work Productivity; Adjustment.

STRESS KERJA, PENYESUAIAN DIRI, DAN PRODUKTIVITAS KERJA KARYAWAN

ABSTRAK. Penyesuaian diri selama bekerja memerlukan ketelitian yang ekstra. Dengan adanya proses penyesuaian diri keproduktifan bekerja dapat diatasi agar tidak berdampak pada tekanan saat bekerja. Tujuan dari penelitian ini adalah untuk menguji hubungan antara stres kerja dan produktivitas kerja dengan penyesuaian diri pada pegawai di Panti Sosial Bina Karya Harapan Jaya di Balaraja. Metode pengambilan data pada penelitian ini menggunakan metode kuantitatif dengan menggunakan skala yang meliputi variabel bebas yaitu stres kerja dan variabel terikat pada penelitian ini yaitu penyesuaian diri. Responden yang digunakan dalam penelitian ini adalah pegawai Panti Sosial Bina Karya Harapan Jaya di Balaraja sebanyak 31 PJLP. Sampling pada penelitian yang digunakan yaitu sampling jenuh. Alat ukur yang digunakan adalah skala stres kerja, produktivitas kerja, penyesuaian diri yang dianalisis menggunakan aplikasi SPSS versi 24.0 untuk Windows. Hasil penelitian menunjukkan bahwa ada hubungan signifikan antara stres kerja dengan penyesuaian diri. Kemudian ada hubungan signifikan antara produktivitas kerja dengan penyesuaian diri. Dari hasil penelitian ini dapat disimpulkan secara menyeluruh stres kerja dan produktivitas kerja dengan penyesuaian diri pegawai berada pada kategori tinggi.

Kata Kunci : Stres Kerja; Produktivitas Kerja; Penyesuaian Diri.

INTRODUCTION

Work is a matter of adjustment experienced by a person so that adjustment during work requires extra precision (Bravo et al., 2018). Adjustment is needed so that individuals are able to avoid pressure when working. Productivity at work is an activity that is often carried out for all employees in the current era. With the process of adjusting to productivity at work it can be overcome so that it tends not to have an impact on pressure at work (Gemmell et al., 2018).

The definition of self-adjustment explained by Schneiders is a method that includes psychological and behavioral responses, namely the way that is done by individuals in handling and controlling the will from within themselves (Zulkarnaen & Rodrigo, 2020). Self-adjustment is something that must be considered in an era like today, which started from before as a mandatory rule that indirectly turned into a habit for daily activities. Not only that, but employees who are working for the first time will adjust to their workplace and will continue to be productive every day.

There is research conducted by (Hanifah & Kamilah, 2019) which explains the adjustment in the early days of the pandemic which is reflected in the

mental health of health workers where the results of the research show that health workers have a fairly adaptive adjustment response in dealing with critical situations in the future. the start of the pandemic. This shows that stressed employees can also potentially hinder adjustments, especially when working with high levels of productivity. This is seen from how a person handles a job and how to deal with it.

Productivity in general is an ability based on the expertise possessed by individuals in producing something in the form of goods or services. Productivity is also an activity in the work performed by each employee either working individually or as a team in an organization. Productivity is often faced when employees experience a lot of work every day where employees have to sort out their work and need encouragement so they can make good adjustments. Thus, adjustment in dealing with the amount of work should be done so that employees tend to be able to complete their work.

Cites the notion of productivity in a narrow sense according to the International Labor Organization (ILO) (Silva, 2022)the future of work gathered attention from the most influential actors in global social governance. The International Labour Organization (ILO, namely the comparison between the quantity of products made and the amount of resources used as long as the production of goods continues. According to (Madiistriyatno, 2021) also reveals productivity in a broad sense is the behavior of someone who seeks to obtain satisfactory results by utilizing practical resources which are measured with the input used to obtain maximum results. Thus to increase work productivity requires encouragement so that each employee can make adjustments in the face of productivity so that they tend to get the job done.

Schermerharn (Maley et al., 2021) defines work productivity as the acquisition of an assessment of work results by considering the benefits of resources, especially human resources. The concept of productivity fundamentally includes mental attitudes and behaviors that lead to continuous improvement where to improve employee performance also requires self-adjustment. This is found in research conducted by (Padmono, 2018) regarding the analysis of employees at PT. Hero Supermarket in Tangerang where the results show that work motivation on work productivity is positive and is also able to increase work productivity in employees well. In this study, it was revealed that motivation provides direction in activities which then ends with adjustment.

According to (Junaidi et al., 2020) psychological sources of stress during work not only reduce individual capabilities for self-adjustment but greatly affect health. Work stress according to (Zhao et al., 2022) is a feeling of pressure that results in emotions, reasoning processes, and the physical state of an employee in dealing with work. Work stress and work productivity are two things that have a close relationship with employees. The research conducted by (Safitri, 2019) on employees at PT. Telkom Witel Bekasi City where the results show that there is a significant influence on employees between work stress and work productivity.

The impact of the work environment on employee productivity has been widely explored by numerous scholars. As stated by (Leitão et al., 2019), the working environment holds great significance as it greatly influences the performance of employees and their ability to focus on their job duties. (Ukil, 2016)employee satisfaction and service quality. The present study intends to identify the influence of employee empowerment on employee satisfaction and service quality, and the impact of employee satisfaction on service quality. Fourteen dimensions and 52 item statements of employee empowerment, service quality and employee satisfaction have been adopted from previous studies to undertake this study. Data have been gathered following a quantitative survey conducted among a diverse group of employees (N = 240 concurred, noting that there is a positive correlation between the HRD climate and employee performance, emphasizing that any change in the working environment affects performance. Besides, (Ramli, 2019) found that working environment also influences job satisfaction, with employees valuing a less hazardous working environment. Additionally, (Soelton & Atnani, 2018) pointed out that office design plays a crucial role in the motivation of employees as environmental factors impact performance.

The impact of various factors on job satisfaction has been researched by several authors. For instance, observed (Korir & Ndegwa, 2020) that working conditions, remuneration, and promotions are linked to employees' job satisfaction level. Likewise, (Limakrisna et al., 2016) discovered that employees who connect well with their work environment demonstrate higher performance levels. A good organizational culture, on the other hand, was found to impact employee motivation levels by (Maryatmi & Limakrisna, 2020). (Elkenah Chubike et al., 2017) showed that a positive work environment contributes to employees' general well-being, fosters interaction, collaboration, innovation, and ultimately increases

job satisfaction. According to various studies, the impact of indoor environment on job performance is significant. (Noor & Limakrisna, 2019) notes that improving working conditions can increase performance levels by up to 15%.

Furthermore, a good working environment can also reduce employee stress and improve behavior, as stated by (Musa Masanja Dr Ndalahwa, 2018). (Putri et al., 2019) adds that a positive work environment can impact an employee's approach towards their job and their views on the company, allowing for a healthier work-life balance. Factors that contribute to a healthy work environment, according to (Septiawan & Heryanda, 2021), include work-life balance, motivation, psychological conditions, social dialogue, management, and leadership coherence. A good working environment can ultimately lead to increased productivity within the organization (Priatna & Roswinna, 2019).

However, (Suoniemi et al., 2021)most research has focused on user related reasons for understanding low success rates. This study extends CRM research backwards into the system implementation phase to improve understanding of the hitherto unexplored technical antecedents of CRM success. We advance a resource-based theory of CRM system capability (CRMSC suggests that the behavior components of the work environment can have a greater impact than physical components, especially in environments that support interaction, creativity, and knowledge transfer. Developing a good work environment plays a vital role in increasing employee productivity, as found by (Secelean et al., 2022). Scholars have determined that the work environment contributes significantly to job satisfaction, accounting for 24%. An individual's productivity level can increase by 5%, with team performance potentially increasing by 11%, when a positive office design is in place. Working environment, job security, compensation, and rewards are factors that (Lindeberg et al., 2022) organizations may have challenges in making the right decisions in a work environment change, when the spatial solution is only one dimension of the work environment. The purpose of this paper is to approach this problem in a holistic way and explain the relationship between work environment changes and the development of organizational performance in the activity-based work (ABW discovered to enhance an individual's sense of belonging and level of commitment to their organization. In addition, research conducted by (Lesmana & Damanik, 2022) suggested that a positive working environment could lead to greater job satisfaction, thus achieving organizational goals.

Based on the description of the research background which discusses self-adjustment, the writer is interested in taking the title "The Relationship between Job Stress and Work Productivity in Self-Adjustment for Employees of the Bina Karya Harapan Jaya Social Institution in Balaraja".

Sobur (Putra & Mujiati, 2022) states that adjustment is an individual way of building a relationship that exists within himself and other people who have different life backgrounds that aim to avoid the demands of his behavior and meet the various needs that exist within him and the surrounding environment. Meanwhile, (Mohamad Suleiman, 2023) argues that self-adjustment is a dynamic procedure that functions to improve a person's behavior so that a very suitable bond is formed between a person's personality and the surrounding area. Therefore,

According to (Kirana et al., 2022), good self-adjustment is characterized by the following characteristics:
a) Avoid excessive, harmful, or inability to control oneself.
b) Avoid psychological mechanisms.
c) Avoid frustration and disappointment because of a failure.
d) Have rational self-judgment and direction.
e) Able to draw on past experiences.
f) Being objective and realistic so as to be able to accept the realities of life that are faced fairly.

Work productivity according to (Pitoy et al., 2021) is a form of the level of efficiency in the production process of the resources used which are of better quality with the same effort. The explanation regarding the definition above has a similar opinion put forward by (Wei et al., 2018)empowering, and satisfying. Many research studies were conducted on nurse work environments in the last decade; however, it lacks an overview of these research studies. The purpose of this review is to identify, evaluate, and summarize the major foci of studies about nurse work environments in the United States published between January 2005 and December 2017 and provide strategies to improve nurse work environments. Databases searched included MEDLINE via PubMed, CINAHL, PsycINFO, Nursing and Allied Health, and the Cochrane Library. The literature search followed the PRISMA guideline. Fifty-four articles were reviewed. Five major themes emerged: 1 which states that work productivity is a concrete result (product) made both by individuals and groups during the work process within a certain time. Thus, the conclusion of work productivity is the mental attitude of a person who has the urge to continue to

be ambitious in all skills aimed at raising a quality standard of living. Work productivity has three dimensions according to Simamora (Anugrah & Rachmad, 2022), namely quantity of work, quality of work, and timeliness.

(Hoboubi et al., 2017) suggests the definition of job stress is a psychological state that causes individuals to behave dysfunctionally at work and as a result of society's reaction in dealing with an imbalance between work demands and abilities. Meanwhile, according to work stress is a person's response both physically and mentally to a change in his environment that is felt to be disturbing so that he is threatened. Thus, the conclusion of work stress is a reaction that is in a state of individual behavior both physically and mentally towards a change that is felt to be disturbing in the workplace that comes from people's responses when dealing with an imbalance between skills possessed and work pressure (Lim et al., 2022).

METHODS

This study uses a type of quantitative research. Researchers used data collection methods with a Likert scale. The Likert scale is a scale that is used to see a phenomenon by measuring the perception of the attitude of a person or group by using the distribution of responses as the basis for determining attitudes (Sugiono, 2016). The primary data used in this study were interview data and responses to questionnaires on Individual Other Service Provider Employees (PJLP) at the Bina Karya Harapan Jaya Social Institution in Balaraja. The secondary data used in this study came from previous books and journals regarding self-adjustment, work productivity, and work stress. The sample in this study was the entire population of PJLP Social Institution Bina Karya Harapan Jaya in Balaraja totaling 31 employees so the sample used was saturated sampling. This study uses data analysis methods with the SPSS application version 24.0 for Windows.

RESULTS AND DISCUSSION

Based on the results of the reliability and validity tests, all research variables met the criteria for the Cronbach Alpla test. The results of the alpha value of reliability on the adjustment variable is 0.512, then the work productivity variable is 0.570, and the work stress variable is 0.692. The results of hypothesis testing of the research variables below use the bivariate correlation technique and multiple regression techniques with the stepswise method.

Tabel 1 Demographic Data Based on Gender

Category	Frequency	Percentage
Man	19	61.3
Woman	12	38,7

Based on the table above, in terms of gender, there were 19 male respondents (61.3%) and 12 female respondents (38.7%) in terms of gender. Then by age it is categorized starting from the age range below 25 years, from 25 to 30 years, to the age range above 30 years.

Table 2 Demographic Data by Occupation

Work	Frequency	Percentage
Social helper	20	64.5
Security personnel	7	22,6
Cleaning staff	3	9,7
Electrical mechanic	1	3,2

Based on the table above, PJLP employees of the Bina Karya Harapan Jaya Social Institution in Balaraja in terms of work include 20 social assistant workers (64.5%), 7 security staff (22.6%), 3 cleaning workers (9.7%) %) and 1 electrical mechanic (22.6%).

Correlations

		Stres_Kerja	Penyesuaian_Diri
Stres_Kerja	Pearson Correlation	1	-,175
	Sig. (2-tailed)		,347
	N	31	31
Penyesuaian Diri	Pearson Correlation	-,175	1
	Sig. (2-tailed)	,347	
	N	31	31

Figure 1. Results of the Relationship between Job Stress and Adjustment

Based on the results of the first test analysis using the Bivariate Correlation technique between work stress and self-adjustment variables, the correlation coefficient (r) is -0.175 and $p = 0.347$ where $p > 0.05$; Ho accepted. Thus the null hypothesis (Ho1) which reads "there is no relationship between work stress and adjustment in employees at the Bina Karya Harapan Jaya Social Institution in Balaraja" is rejected. While the alternative hypothesis (Ha1) reads "there is a relationship between work stress and adjustment in employees at the Bina Karya Harapan Jaya Social Institution in Balaraja" is accepted.

Correlations

		Produktivitas_ Kerja	Penyesuaian_ Diri
Produktivitas_ Kerja	Pearson Correlation	1	,206
	Sig. (2-tailed)		,267
	N	31	31
Penyesuaian_ Diri	Pearson Correlation	,206	1
	Sig. (2-tailed)	,267	
	N	31	31

Figure 2. Results of the Relationship between Work Productivity and Self-Adjustment

Based on the results of the second test analysis using the Bivariate Correlation technique between work productivity and self-adjustment, the correlation coefficient (r) is 0.206 and p = 0.267 where p > 0.05; Ho accepted. Thus the null hypothesis (Ho2) which reads "there is no relationship between work productivity and adjustment to employees at the Bina Karya Harapan Jaya Social Institution in Balaraja" is rejected. While the alternative hypothesis (Ha2) reads "there is a relationship between work stress and adjustment in employees at the Bina Karya Harapan Jaya Social Institution in Balaraja" is accepted.
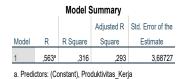
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,563ª	,316	,293	3,68727

a. Predictors: (Constant), Produktivitas_Kerja

Figure 3. Results of the Relationship between Job Stress and Work Productivity with Self-Adjustment

Based on the results of the third test analysis using multiple regression techniques with the enter method between work stress and work productivity with self-adjustment obtained a correlation value (r) of 0.407 and $R^2 = 0.166$ with a value of p = 0.079 where p > 0.05 ; Ho accepted. Then, based on the output of the stepwise method, the correlation values (r) = 0.653 and $R^2 = 0.316$ with p = 0.001 where p <0.05; Ho accepted.

Based on the results of the research analysis of 31 respondents using the Bivariate Correlation technique, a correlation value (r) of -0.175 was obtained and a p value = 0.347 where p > 0.05 then Ho was accepted, meaning that there was a significant relationship between work stress and adjustment in a negative direction so that correlation is weak among employees at the Bina Karya Harapan Jaya Social Institution in Balaraja. This is in line with research conducted by Riyani and Rohman in 2021 entitled "Relationship between Emotion Regulation and Self-Adjustment to Work Stress of nurses on duty in isolation rooms for COVID-19 patients". Based on the results of research on 70 nurses in the isolation room of the Praya Regional General Hospital, Central Lombok Regency, West Nusa Tenggara, the correlation test between self-adjustment and work stress obtained a value of rxy = -0.333 and p = 0.

Based on the results of the research analysis using the Bivariate Correlation technique, a correlation value (r) of 0.206 was obtained and a p value = 0.267 where p > 0.05 then Ho was accepted, meaning that there was a significant relationship between work productivity and self-adjustment in a positive direction so that the correlation was strong in employees at the Bina Karya Harapan Jaya Social Institution in Balaraja.

Based on the results of the research analysis using multiple regression techniques with the stepwise method obtained a correlation value (r) of 0.563 and $R^2 = 0.316$ with a p = 0.001 where p <0.05 then Ho is accepted, there is a significant relationship between work stress and work productivity with adjustments self which has a positive correlation so that there is a strong relationship between employees at the Bina Karya Harapan Jaya Social Institution in Balaraja.

The results of the normality test on the adjustment variable assume normal ordinal data distribution with a significance level of p = 0.158, > p = 0.05 with an average finding of 33.19. The work productivity variable assumes that the distribution of ordinal data is not normal with a significance level of p = 0.012, > p = 0.05 with an average finding of 42.55. The work stress variable assumes that the ordinal data distribution is not normal with a significance level of p = 0.000, > p = 0.05 with an average finding of 44.74. Of the three variables, both self-adjustment, work productivity, and work stress, each of the results of the average finding is included in the category with a high level.

From the results of this analysis, the contribution of work stress and work productivity variables contributed a percentage of 56.3% to the adjustment variable so that work stress and work productivity had a greater contribution than the adjustment variable. While the percentage of 43.7% is another aspect that was not examined in this study.

According to (Hoboubi et al., 2017), productivity can be broad or narrow. The International Labor Organization (ILO), as cited by (Silva, 2022) the future of work gathered attention from the most influential actors in global social governance. The International Labour Organization (ILO, defines narrow productivity as the ratio of quantity of products to the amount of resources used during the production of goods. On the other hand, Handoko defines broad productivity as the ability to efficiently utilize practical resources to achieve satisfactory results that are measured by the inputs required to attain maximum output. Therefore, motivating employees to make necessary adjustments in productivity is crucial for achieving optimal results in the workplace.

According to (Gemmell et al., 2018), work productivity is defined by Schermerharn as the assessment of work outcomes while considering the value of resources, particularly human resources. Implicit in the concept of productivity are mental attitudes and actions that foster continual development, with self-adjustment being essential for improving

employees' performance. (Padmono, 2018) research on workers at PT. Hero Supermarket in Tangerang found that work motivation has a positive impact on work productivity, boosting employee effectiveness. The study reveals that motivation directs activities, culminating in adjustments that greatly enhance productivity.

Health is significantly impacted by psychological stress that arises from work, as noted by (F. Wu et al., 2021). Work stress, as defined by (X. Wu et al., 2018), causes emotions, reasoning processes, and physical reactions in employees. Work productivity and work stress have a strong correlation among workers, as evidenced by the research conducted by (Safitri, 2019) among employees of PT. Telkom Witel Bekasi City. The study found that work stress has a considerable effect on employees' productivity

The writer finds themselves intrigued by the research background of self-adjustment and has hence chosen to name their work "The Relationship between Job Stress and Work Productivity in Self-Adjustment for Employees of the Bina Karya Harapan Jaya Social Institution in Balaraja".

According to (F. Wu et al., 2021), adjustment involves developing relationships with others who have different life experiences to manage one's behavior and meet personal and environmental needs. Meanwhile, (Paulin Nalle et al., 2021) suggests that self-adjustment is a dynamic process that enhances individual behavior for a better connection between personality and surroundings. As a result, both authors emphasize the importance of adaptation in personal growth.

According to (Putra & Mujiati, 2022), work productivity is the physical outcome of the work process over a specific period, created by individuals or teams using resources efficiently to achieve higher quality products. Similarly, (Hoboubi et al., 2017) defines work productivity as the level of efficiency with which resources are utilized, resulting in better quality products with the same effort. Work productivity is essentially a reflection of a person's motivation to constantly develop and improve their skills, leading to a higher quality of life. In (Wei et al., 2018)empowering, and satisfying. Many research studies were conducted on nurse work environments in the last decade; however, it lacks an overview of these research studies. The purpose of this review is to identify, evaluate, and summarize the major foci of studies about nurse work environments in the United States published between January 2005 and December 2017 and provide strategies to improve nurse work environments. Databases searched included MEDLINE via PubMed, CINAHL,

PsycINFO, Nursing and Allied Health, and the Cochrane Library. The literature search followed the PRISMA guideline. Fifty-four articles were reviewed. Five major themes emerged: 1 research, Simamora identifies three dimensions of work productivity: timeliness, quantity, and quality.

According to (X. Wu et al., 2018), work stress is the way a person reacts, physically and mentally, to an unsettling change in their environment that inspires a feeling of threat. In contrast, (Hoboubi et al., 2017) defines job stress as a psychological state that drives individuals to act dysfunctionally in the workplace due to the societal response of addressing a mismatch between work demands and abilities. Therefore, it can be inferred that work stress is an individual response that manifests through physical and mental behavior towards a perplexing shift in the workplace. This phenomenon stems from the reactions of people who struggle with an inconsistency between their skill sets and the pressure of their work.

In the current era, it's common for all employees to engage in workplace productivity. Precision is crucial when adjusting to work situations, as this allows individuals to evade pressure while on the job. Those who can adjust adeptly to workplace demands are more likely to experience success. By implementing a process of adjustment, workers can reduce the impact of pressure on their productivity levels.(Rismayadi, 2022)

(Mualifah et al., 2019) defines self-adjustment as a process involving both psychological and behavioral reactions. It refers to the unique approach that individuals take to manage and regulate their inner desires. With the advent of modern times, self-adjustment has become an essential element that has evolved into a customary habit for daily routines. Interestingly, it is also a crucial aspect for new employees trying to settle into their workplaces and ensuring optimal productivity every day.

In 2021, Kamilah and Hanifah conducted research on how health workers adapt to critical situations during the early days of the pandemic. The research indicates that health workers responded adaptively, which had a positive impact on their mental health. Conversely, stressed employees may struggle to adjust, particularly when faced with high productivity demands. In essence, a person's ability to handle a job and navigate related stressors greatly influences their ability to cope.

Employees in an organization possess an expertise for producing goods and services, which results in overall productivity. Countless workloads, however, can impede individual and team efficiency on a daily basis, necessitating employee adaptation

and encouragement. In response, employees must find ways to effectively manage their work and incorporate any needed adjustments to accomplish their tasks. Ultimately, productivity hinges on an employee's ability to complete their work.(Mimin Sundari Nasution et al., 2021)

CONCLUSION

Based on the results of data analysis and the discussion that has been carried out, it can be concluded that: There is a significant negative relationship between work stress and adjustment in employees at the Bina Karya Harapan Jaya Social Institution in Balaraja. There is a significant positive relationship between work productivity and adjustment to employees at the Bina Karya Harapan Jaya Social Institution in Balaraja. There is a significant positive relationship between work stress and work productivity with adjustment to employees at the Bina Karya Harapan Jaya Social Institution in Balaraja.

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