THE INFLUENCE OF WORK STRESS ON THE ACHIEVEMENT OF WORK TARGETS WITH MOTIVATION AS AN INTERVENING VARIABLE
(Case Study of New York Medical Doctor and Chemical Assitant Laboratory)

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Abstract
In this study the population is New York Medical Doctor and Chemical Assitant Laboratory, namely 32 people. Because the target population is less than 100, the sampling technique used is the census method, where the entire population, totaling 32 people, will be used as a research sample. The results of the first hypothesis research are accepted, meaning that Social Security (X) has a significant effect on Work Motivation (Y1).). the second hypothesis is accepted, meaning that Social Security (X) has a significant effect on Employee Performance (Y2). the third hypothesis is accepted, meaning that Work Motivation (Y1) is an intervening variable that mediates the effect of Social Security (X) on Employee Performance (Y2).

Keywords:Employee Performance, Social Security, Work Motivation

INTRODUCTION

Talking about HRM (Human Resource Management) today is getting more and more attention, because human resources are actors from all levels of planning to evaluation who are able to utilize other resources owned by an organization or company. Humans are the most important resource in achieving organizational success. Human resources will be realized if the enthusiasm in working to carry out organizational goals is carried out with a full sense of responsibility. Human resources affect performance in organizations where the role of quality human resources in the context of employee performance is a very important factor. There are several factors that cause high and low employee performance,

Richard, Robert and Gordon (2012: 312,337) emphasized that job satisfaction relates to one's feelings or attitudes about the work itself, salary, promotion or educational opportunities, supervision, co-workers, workload and others. He continued his statement that job satisfaction is related to one's attitude about work, and there are several practical reasons that make job satisfaction an important concept for leaders. Research shows satisfied workers are more likely to stay with the organization. Satisfied employees also tend to engage in organizational behavior that goes beyond their job and role descriptions, and helps reduce the workload and stress levels of members in the organization.

According to (Nitisemito in Nuraini 2013:97) the work environment is everything that is around employees and can affect them in carrying out the tasks assigned to them. Communication is an interpersonal interaction that uses a system of linguistic symbols, such as verbal (words) and nonverbal symbol systems. Good communication will allow employees to get precise and accurate information which will make employees good in their performance, meaning that these employees can carry out their jobs well, management functions will be better, increased employee morale will increase energy in completing tasks properly, fast/effective and easy-going, New York Medical Doctor and

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Chemical Assitant Laboratory looks well organized, starting from the initial design of the service, work target reporting, performance appraisal, and service SOP have all been carried out using a systematic two-way communication model. Both between leaders and subordinates, then between fellow leaders in each work unit and between fellow middle and low management employees in the Serdang Bedagai Regional Secretariat. This of course will increase job satisfaction for all New York Medical Doctor and Chemical Assitant Laboratory.

The work environment which is now comfortable, beautiful and healthy makes people who come feel comfortable and calm in receiving public services from related agencies, this is also felt by employees who are increasingly seen to have increased work enthusiasm because the work environment is now comfortable and safe so that their level of job satisfaction increases more than before. The Smile, Greet and Greeting principle makes the service provided by employees a form of work culture that must be carried out properly, this also becomes a good communication between fellow employees and between employees and the community in the process of providing excellent public services for the realization of good good governance in New York Medical Doctor and Chemical Assitant Laboratory. Facts or descriptions that are currently happening in agencies based on the results of field research found that there is poor communication between employees, especially in terms of conveying directions from superiors that are not in line with other employees, then in the work environment it is stated that the work environment in the general section has fulfilled the convenience of employees at work, but there are a number of things that still must be considered in the management of work facilities that must be improved continuously so that employee satisfaction increases at work and completes all his work.

LITERATURE REVIEWS

Communication

The word communio is made from the verb communicate, which means sharing something with someone, exchanging, talking about something with someone, talking about something with someone, telling something to someone, conversing, exchanging ideas, connecting, making friends. Communication is an interpersonal interaction that uses the system linguistic symbols, such as verbal symbol systems (words) and nonverbal. This system can be disseminated directly/face to face or through other media (written, oral and visual) (Karlfried Knapp) (Suprapto, 2011: 6).

Work environment

According to (Nitisemito in Nuraini 2013: 97) the work environment is everything that exists around employees and can affect them in carrying out the tasks assigned to them, for example by having air conditioner (AC), adequate lighting and so on. The environment itself undergoes changes so that organizations or companies that can survive are those that can adapt to environmental changes. Conversely, the organization will

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experience a period of collapse if the organization does not pay attention to developments and changes in the environment around it.

METHODS

In this study the population is the Field New York Medical Doctor and Chemical Assitant Laboratory, namely 32 people. Because the target population is less than 100, the sampling technique used is the census method, where the entire population of 32 people will be used as the research sample.

Data analysis is a desire to classify, make a sequence, manipulate and abbreviate data so that it is easy to read and understand. In other words, data analysis activities are raw data that has been collected needs to be categorized or divided into several categories or groups, abbreviated in such a way that the data can answer problems according to research objectives and can test hypotheses (Silaen and Widiyono, 2013).

RESULTS AND DISCUSSION

Multiple Linear Regression Testing

Multiple Linear Regression Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	3,875	2,916		1,329	.195		
	Environment_Work_X	.830	.144	.742	5,755	.000	.999	1,001
	Communication_Work_Z	059	.149	051	.397	.695	.999	1,001

a. Dependent Variable: Satisfaction_Work_Y

Based on these results, the multiple linear regression equation has the formulation: Y = a + b1X + + b3Z + ε , so that the equation is obtained:

$$Y = 3.875 + 0.830 \ X + -0.059 \ Z + ε$$

The description of the multiple linear regression equation above is as follows:
a. The constant value (a) of 3.875 indicates the magnitude of Job Satisfaction (Y) if the Work Environment (X) and Work Communication (Z) are equal to zero.
b. The regression coefficient value of Work Environment (X) (b1) is 0.830 indicating the magnitude of the role of Work Environment (X) on Job Satisfaction (Y) assuming the variable Work Communication (Z) is constant. This means that if the Work Environment factor (X) increases by 1 value unit, it is predicted that Job Satisfaction (Y) will increase by 0.830 value units assuming Work Communication (Z) is constant.
c. The regression coefficient value of Work Communication (Z) (b3) of 0.059 indicates the magnitude of the role of Work Communication (Z) on Job Satisfaction (Y) assuming the Work Environment variable (X) is constant. This means that if the

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work communication factor (Z) increases by 1 value unit, it is predicted that Job Satisfaction (Y) will increase by 0.059 value units assuming the Work Environment (X) is constant

t test (Partial)

Partial Test (t) Equation 1

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	std. Error	Betas	t	Sig.	tolerance	VIF
1	(Constant)	11.126	3,039		3,662	001		
	Environment_Work_X	.035	.183	.036	.190	.851	1,000	1,000

a. Dependent Variable: Communication_Work_Z

Hypothesis test of the influence of the Work Environment variable (X) on the Work Communication variable (Z).

The form of hypothesis testing based on statistics can be described as follows:
Decision Making Criteria:
1. Accept H0 If tcount < ttable or -tcount> - ttable or Sig. >0.05.
2. Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05.

From the table above, a tcount value of 0.190 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 2.048. From this description it can be seen that tcount (0.190) < ttable (2.048), likewise with a significance value of 0.851 > 0.05, it can be concluded that the first hypothesis is rejected, meaning that the Work Environment variable (X) has no positive and significant effect on Work Communication (Z).

Partial Test (t) Equation 2

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	std. Error	Betas	t	Sig.	tolerance	VIF
1	(Constant)	3,875	2,916		1,329	.195		
	Environment_Work_X	.830	.144	.742	5,755	.000	.999	1,001
	Communication_Work_Z	059	.149	051	.397	.695	.999	1,001

a. Dependent Variable: Satisfaction_Work_Y

Hypothesis Test of the influence of the Work Environment (X) on Job Satisfaction (Y)

The form of hypothesis testing based on statistics can be described as follows:
Decision Making Criteria:
1. Accept H0 If tcount < ttable or -tcount> - ttable or Sig. >0.05
2. Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

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From the table above, a tcount value of 5.755 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 2.048. From this description it can be seen that tcount (5.755) > ttable (2.048), and its significance value is 0.000 < 0.05, it can be concluded that the second hypothesis is accepted, meaning that the Work Environment (X) has a positive and significant effect on Job Satisfaction (Y).

Hypothesis Test of the effect of Work Communication (Z) on Job Satisfaction (Y)

The form of hypothesis testing based on statistics can be described as follows:
Decision Making Criteria:
1. Accept H0 If tcount < ttable or -tcount> - ttable or Sig. >0.05
2. Reject H0 If tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From the table above, a tcount value of 0.397 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 2.048. From this description it can be seen that tcount (0.397) > ttable (2.048), and its significance value is 0.695 < 0.05, it can be concluded that the third hypothesis is rejected, meaning that Job Communication (Z) has no positive and significant effect on Job Satisfaction (Y).

Direct and Indirect Relations

No	Variable	Direct	Indirects	Total	Criteria	Conclusion
1	Work environment (X)	0.742	0.036	-	Significant	As Independent Variable
2	Work Communication (Z)	0.051	-	0.018	No Significant	No As an Intervening Variable

CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. What was proposed stated that: From the table above, a tcount value of 7.675 was obtained with α = 5%, ttable (5%; 31-k = 29) obtained a ttable value of 1.699. From this description it can be seen that tcount (7.675) > ttable (1.699)), and a significance value of 0.00 <0.05, it can be concluded that the first hypothesis is accepted, meaning that Social Security (X) has a significant effect on Work Motivation (Y1).

2. From the table above, a tcount value of 3.298 is obtained with α = 5%, ttable (5%; 31-k = 29) obtained a ttable value of 1.699. From this description it can be seen that tcount (3.298) > ttable (1.699), and its significance value is 0.00 <0.05, it can be concluded that the second hypothesis is accepted, meaning that Social Security (X) has a significant effect on Employee Performance (Y2).

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3. From the results of the calculation above, the tcount value is 4.636 with α (5%; nk = 29) the ttable value is 1.699. From this description it can be seen that tcount (4.636) > ttable (1.699), it can be concluded that the third hypothesis is accepted, meaning that Work Motivation (Y1) is an intervening variable that mediates the effect of Social Security (X) on Employee Performance (Y2).

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