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The Influence of Leadership Style and Workload on Employee Work Stress at the Civil Service Police Unit Office (SATPOL PP) South Sulawesi Province

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Abstract

This research is a type of quantitative research with the aim of finding out the influence of leadership style and workload on employee work stress at the South Sulawesi Province Civil Service Police Unit (Satpol pp) office. This sample was taken from the South Sulawesi Province Civil Service Police Unit (Satpol pp) office. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. Data collection was carried out by observation and distribution of questionnaires. In this research, the data sources used in data collection include primary data and secondary data. The research instrument used in this research used the Likert scale method. Based on the results of data research using statistical calculations through the Statistical Package for the Social Science (SPSS) version 24 application regarding the influence of leadership style and workload on employee work stress at the South Sulawesi Province Civil Service Police Unit (Satpol PP) office as discussed in the previous chapter, So the author draws an important conclusion, namely that leadership style has a positive and significant effect on employee work stress at the Civil Service Police Unit Office (Satpol PP) South Sulawesi Province, while workload has a significant effect on employee work stress at the Civil Service Police Unit Office (Satpol PP) Sulawesi Province South.

1. Introduction

Human resource management is the process of planning, selecting, selecting, developing, maintaining and using human resources to achieve individual or organizational goals. In general, human resource management is one of the steps taken by a company to manage its human resources. Human resources are an important part of achieving organizational goals. If human resources are not managed well, the organization's goals and objectives will not be achieved according to plan. The quality of the human workforce greatly influences the performance and excellence of an organization. This shows that employees always complete all organizational responsibilities.

Human factors and the position of leaders in carrying out certain tasks determine the success of the organization; Human resources provides a wide range of knowledge about services, training, coaching, equipment, supervision, and advice. Human resources provide this knowledge to companies so that they are willing to work hard and want to achieve their best work results. The results achieved by the Civil Service Police Unit (SATPOL PP) show how important a leader is in an organization. The Civil Service Police Unit (SATPOL PP) is a government agency where employees carry out their work to achieve the company's goals, vision and mission. In addition, they function as human resources who are responsible for maintaining the continuity of organizational operations. The organizational leadership system is very important for sustainability. Basically, “leadership style” refers to the way a leader behaves or acts, as well as their ability to lead effectively.

Leaders have a big responsibility or role that can influence work safety, a person's performance results are related to leadership, leaders must also know how to create good cooperation between their subordinates and their own leaders, as well as how to create a

comfortable work environment. This study found that employees at the South Sulawesi Province Civil Service Police Unit Office had a higher work rhythm and seemed rigid. This is because the leadership style there is still less effective, which causes pressure on subordinates and the employee's workload. This leadership style also causes high work stress, which can have an impact on employee work results.

Leadership style can influence the organization and the amount of work done. If tasks are assigned according to workers' abilities and skills, they will not be satisfied with their performance. On the other hand, if tasks are given in an objective manner, workers will be more satisfied. A large workload causes workers' concentration judgment to be impaired, irritability, and can lead to failure to achieve their goals. This means that the distribution of workers is not based on the number of jobs available because the organization does not have enough human resources to meet the employment ratio. Those with high risks can cause workload.

According to Ellyzar (Hermawan Eric, 2022) Workload is a collection of tasks that must be completed by an organizational unit or office holder systematically within a certain period of time with the aim of collecting information about how efficiently and effectively a unit works. Basically everyone experiences stress related to their work. Work stress can result in poor or even messy work results. One example is civil service police unit employees, who tend to shy away when assigned to a highly stressful work environment. Even though this is one of the responsibilities that must be fulfilled, facing problems like this tends to cause stress for several reasons such as an inadequate work environment and unfavorable weather. Additionally, you can see how to avoid stress by not going to the office every morning and not doing work tasks. Employees may also become more irritable and angry.

Stress is one of the main problems that must be considered today in any organization. This stress can come from various problems faced by employees, such as increased competition and demands, as well as greater pressure that employees have to face in their home, social and work environments. Stress has positive effects, but it can also cause something to go wrong (dysfunction) or interfere with work performance. If work is considered a demand and it will feel heavy. However, if it is considered as a work product and part of a service, it will feel lighter. In other words, work stress can help or hinder the implementation of tasks, depending on how big the burden is. Employees of the South Sulawesi Province Civil Service Police Unit (SATPOL PP) face difficult situations as ordinary people. Although they have needs and desires, they have to focus on carrying out basic tasks, which can increase stress in the workplace.

2. Research Methods

This research employs a quantitative approach to examine the impact of leadership style and workload on employee work stress at the Civil Service Police Unit office in South Sulawesi Province. As per Wani (2017), quantitative research focuses on analyzing numerical data with statistical methods to test hypotheses, minimizing errors in rejecting the null hypothesis. The study was conducted at the SATPOL PP office in Makassar City from December 2023 to January 2024.

Primary and secondary quantitative data were used. The population consisted of 146 employees, with a sample of 59 employees determined using the Slovin formula at a 10% error rate. Data collection methods included observation and questionnaires, with the latter designed to measure research variables using clear and straightforward language. Variables included independent variables (leadership style and workload) and the dependent variable (employee work stress). Leadership style encompasses traits, habits, and personality, while workload includes time burden and psychological effort. Job stress

covers behavioral, psychological, physiological, and cognitive aspects.

Data analysis involved quantitative analysis, validity and reliability tests, classical assumption tests (normality, multicollinearity, and heteroscedasticity), and multiple linear regression analysis. Hypothesis testing was conducted using the t-test and the coefficient of determination (R^2) to assess the influence of leadership style and workload on employee work stress.

3. Discussion Of Research

3.1 Validity and Reliability Test

a. Validity Test

Validity test used For measure legitimate or or not something questionnaire . Something questionnaire declared valid if questions on the questionnaire capable disclose something will be measured For questionnaire (Ghozali , 2016). Validity test results can is said to be valid if r-results is positive and more big from r- table (r-results positive >r- table). If it turns out There is invalid question , then question the will discarded and tested be repeated return until the result shows valid.

b. Reliability Test

Reliability test done For ensure that answer from respondents consistent with statement the . Test result reliability used For determine is instrument study can be used repeatedly at different times . For do testing this , researcher use method Cronbach alpha was significant of 0.6 which is significant that If mark Cronbach alpha > 0.6 then every item questions asked in measurement instrument the own adequate reliability

Test result Reliability

Variable	*Cronbach's Alpha*	Information
Leadership Style (X_1)	0.775	Reliable
Workload (X_2)	0.797	Reliable
Stress Work (Y)	0.781	Reliable

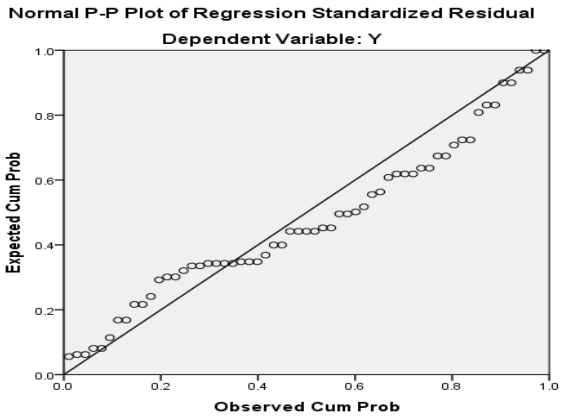
Processed primary data sources , 2023

Reliability test results the show that all variable is declared realistic Because has pass limit coefficient reliability that is with mark *Cronbach alpha* >0.6 so For then the items for each concept variable the proper to use as tool measure

3.2 Test Assumptions Classic

a. Normality test

Normality test aim For test is in the regression model variable bully or residual have normal distribution or No . The normal line distribution will be form one diagonal straight line . If the residual data distribution is normal then the line depicts the actual data will follow the diagonal line . A data is said distributed normally if own level significance > 0.05 and a data is said to be No distributed normally if own level significance < 0.05



Can be seen that a picture of the actual data follows the normal line so can concluded the regression model own normal distribution

b. Multicollinearity Test

Multicollinearity test aim For know is in the regression model found exists correlation between variable free (independent). Good regression model should No happen correlation between variable independent . For detect exists multicollinearity is with use mark *Variance Inflation Factor* (VIF). If *the Variance Inflation Factor* (VIF) is more small of 5 then in the model no there is multicollinearity.

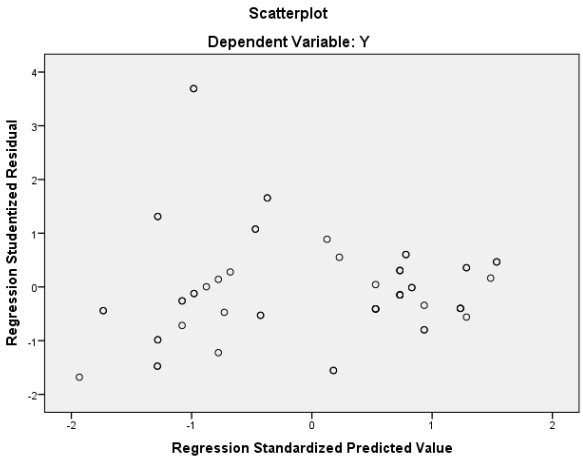
Coefficients [a]								
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-5,798	2,257		-2,569	.013		
	X1	,712	,061	,772	11,709	,000	,362	2,762
	X2	,350	.106	,217	3,294	,002	,362	2,762
a. Dependent Variable: Y								

Source : SPSS Data processed , 2023

Based on table on that variable style leadership (X1) and Variables burden work (X2) no contain symptom multicollinearity Because mark Tolerance 0.362 > 0.10. Based on criteria taking multicollinearity test decisions use mark tolerance, if more tolerance value of 0.10 then No there is symptom multicollinearity . If we look at the VIF value we get amounting to 2.762 < 10. Based on criteria taking multicollinearity test decisions use VIF value , if VIF value is less of 10 then No there is symptom multicollinearity . Based on table on variable style leadership (X1) and variables burden work (X2) no contain symptom multicollinearity with This can stated that variable between style leadership (X1) and variables (X2) do not contain aspect or the same indicator so that can done analysis statistics furthermore For estimate variable stress work (Y).

c. Heteroscedasticity Test

Heteroscedasticity test is a test that evaluates is There is inequality variant of the residuals for all observations in the linear regression model. Test this is one of from the assumption test a must classic carried out in linear regression.



Based on the picture on method used that is with see pattern scatterplot images output from SPSS . With condition If distribution data points above and below or around number 0, dots No gather only above and below course , spread data points do not can form pattern wavy widened Then narrowing and widening return and deployment data points do not patterned then the regression model the No contain heteroscedasticity.

3.3 Multiple Linear Regression Test Results

Analytical tools used in study this is regression multiples are used For test influence two or more variable independent to variable dependent, influence style leadership and burden Work to stress Work employee. Test result This done with assistance from the SPSS ver.24 program with results can showed as following:

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Regression Coefficients between Variable

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5,798	2,257		-2,569	.013
	Leadership style	,712	,061	,772	11,709	,000
	burden Work	,350	.106	,217	3,294	,002
a. Dependent Variable: stress Work						

Source : SPSS Data processed , 2023

Based on analysis test results multiple linear regression in the table above , value constant (a) -5.798, force beta value leadership (b_1) 0.712 and beta load value work (b_2) 0.350. So produce equality multiple linear regression in research This between other :

$$Y = a + b_1 X_1 + b_2 X_2 + e$$
$$Y = (-5.798) + 0.712 + 0.350$$

From Eq the can interpreted as following:

a. Constant value stress work (Y) is -5.798 which states If variables X_1 and X_2 The same with zero that is variable style leadership and burden Work so stress Work is amounting to -5,798.
b. Coefficient regression style leadership (X_1) is 0.712 that style leadership own the opposite direction , that is the more Good style increased leadership so stress Work will the more decrease . This matter because style leadership implemented at the Pamong Police Unit Office Praja (Satpol PP) of South Sulawesi Province has had an impact on increasing and resulting in stress Work the more low.
c. Coefficient regression burden work (X_2) is 0.350 can explained that the more low burden work you have so stress Work will the more decrease for employee at the Pamong Police Unit Office Praja (Satpol PP) South Sulawesi Province

3.4 Hypothesis Test Results

a. Partial Test (t-test)

The t-test was used For know how much Far influence One variable explainer individually in explained variations variable related testing through the t-test is with t_{count} and t_{table} in degrees significance:

Partial Test Results (t-Test)

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5,798	2,257		-2,569	.013
	Leadership style	,712	,061	,772	11,709	,000
	burden Work	,350	.106	,217	3,294	,002
a. Dependent Variable: stress Work						

Data source processed by SPSS, 2023

Based on the results are shown in the table on can seen namely at the t value , obtained in the appendix that is:

1. For variable (X_1) force leadership obtained t count of more than 11,709 big from t table = 1.672 (11.709 > 1.672) with level significance is 0.00 which means H1 accepted. With so , then hypothesis First study This proven It means There is significant influence style leadership to stress Work for employee at the Pamong Police Unit Office Praja (Satpol PP) South Sulawesi Province.
2. For variable (X_2) load Work obtained t = 3.294 more big from t table = 1.672 (3.294 > 1.672) with level significance 0.02 which means H2 accepted . With so , then hypothesis second study This proven It means There is significant influence between burden Work to stress Work for employee at the Pamong Police Unit Office Praja (Satpol PP) South Sulawesi Province.

b. Coefficient Test Determination (R^2)

Coefficient Test Results Determination (R^2)

Model Summary [b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,955 [a]	,912	,909	2,230	1,457
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Data source procesd by SPSS, 2023

Based on table 4.15 section output second (Model Summary) table on explain big The value of the Adjusted R Square is 0.909 or 90.9%. That matter has the meaning that ability variable independent amounted to 90.9% whereas the rest 9.1 % (1- 0.909) is explained by variables other than variable independent in study.

3.5 Discussion

Based on results study This give proof that style leadership influential significant in a way Partial to stress Work employee . This matter proven that for t count 11,709 more big from t table = 1.672 (11.709 > 1.672) with level significance with use <0.05 (0.000<0.05). Coefficient influence marked positive caused Because its height characteristic capable employees emulate character with leader personally appropriate with style applied leadership so that employee can carry out task or his job in a way maximum in accordance with standards that have been determined .

This matter show that style leadership capable overcome stress Work This means that style leadership form fully motivation inspirational and deep individual considerations lower stress Work employee . If style lacking leadership Good can cause every employee No productive and less creative moment carry it out his job so that impact on its unachievability desired career employee who made it they feel stress to his job . Leader in overcome stress Work can do good interaction as well as fair to every employee so that employee feel comfortable moment work and can lower level the stress he has . Study This supported by research previous Hasan Junaedi , 2021 in his research entitled Influence of Leadership Style , Workload and Environment Work To Loyalty Employees at PT Perintis Perkasa Medan in variable style leadership in a way simultaneous influential positive and significant to loyalty employee .

Research result This state that burden Work influential significant in a way Partial to stress Work employee . This matter proven proven that t count = 3.294 more big from t table = 1.672 (3.294 >1.672) with significance use limit 0.002 . Coefficient This influence marked positive caused Because exists burden work that doesn't excessive can give rise to

decline stress Work employee . This matter Because ability employee in finish work caused Because capacity and capabilities employee in accordance with mandatory demands done so that No can give rise to stress work on yourself employee in carry out work . With burden little work so will impact on stress Work employees produced . Study This supported by research previous Puspitasari et.al 2023 in his research entitled Effect of Workload and Stress Work On the Performance of CV Pilar Emas Employees Jember with results study that is variable burden Work have significant influence to performance employee at CV Pliar Gold Jember burden Work CV employees . Golden Pillar must maintained at a low and stable level with method balance work targets and the time given as well as clarify tasks and jobdesk employee

4. Closing

4.1 Conclusion

Based on results research carried out at stage data collection , data management , and data analysis regarding influence style leadership and burden Work to stress Work employee in the office unit police tutor Praja (Satpol pp) South Sulawesi Province can withdrawn conclusion that style leadership influential positive and significant to stress Work employee at the Pamong Police Unit Office Praja (Satpol pp) South Sulawesi Province meanwhile burden Work influential significant to stress Work employee at the Pamong Police Unit Office Praja (Satpol pp) South Sulawesi Province

4.2 Suggestion

Based on conclusions and results research suggestions that can be I give in study This is:

1. Recommend to the Civil Service Police Unit Office Praja (Satpol pp) South Sulawesi Province carried out coaching and development style leadership so that you can help distribute duties and responsibilities answer when To use reduce burden work and stress work for employees .
2. For other researchers , it is hoped can do repair so that results in study This can expanded so that can produce more picture clear so that can made reference For research next

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