

THE INFLUENCE OF LEADERSHIP AND JOB STRESS ON EMPLOYEE PERFORMANCE AT PTPN V PALM OIL TANJUNG MEDAN PUJUD DISTRICT ROKAN HILIR REGIM

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Abstract

The definition of the issue in this study is the means by which the impact of leadership on the exhibition of PTPN v. Tanjung Medan Palm Oil Ranch, Pujud Locale, Rokan Hilir Rule, how does business stress influence the presentation of PTPN V Tanjung Medan Palm Oil Manor, Pujud Area, Rokan Hilir Regime, and how does administration impact and stress work on the exhibition of representatives of PTPN V Palm Oil Estate Tanjung Medan, Pujud Region, Rokan Hilir Regime? The population in this study were all workers of PTPN V Tanjung Medan Palm Oil Manor, Pujud Area, Rokan Hilir Rule, adding up to 64 individuals, and all populations were utilized as tests. This exploration approach is based on a quantitative methodology. The test strategy utilizes different direct relapse investigation procedures. In light of the experimental outcomes and examination, it shows that there is a huge impact of the lea variable on the worker execution factors of PTPN v. Tanjung Medan Palm Oil Manor, Pujud Locale, and Rokan Hilir Rule. There is a huge impact of the work pressure variable on the representative execution variable of PTPN v. Palm Oil Estate Tanjung Medan, Pujud Locale, and Rokan Hilir Rule. Initiative and work pressure fundamentally affect the presentation of representatives of PTPN V Tanjung Medan Palm Oil Estate, Pujud Area, Rokan Hilir Rule.

INTRODUCTION

In the midst of dynamically close and overall business and business contention, associations need to show positive or negative execution inside the association, so power is supposed to assist the association with winning challenges keeping watch; immense assistance for delegates adds to the association's show (Lencioni, 2012). Human Resources is the biggest capital asset in an organization; in this manner, human asset improvement is overwhelmingly significant to further develop representative execution in the organization (Nurcahyo, 2011). For an organization to keep existing, it should dare to confront difficulties and suggestions - to be specific, confronting change and winning the opposition. Each organization is expected to make high-representative executions to foster the organization. Organizations should have the option to assemble and further develop execution in their current

circumstances. Representative execution is a significant viewpoint that organizations need to focus on to increase their benefits (Setiobudi, 2017).

Execution is the aftereffect of work as far as quality and amount accomplished by a representative in completing his obligations as per the obligations given to him (Anwar Prabu, 2017). The significance of execution lies in its role as a process within the organization that utilizes its resources, particularly Human Resources (employees), to achieve the organization's vision and mission, driving the organization's development and progress through the various stages it undergoes. An individual's exhibition in an organization is often a vital issue in the realm of work. Each organization believes its representatives should have superior execution at work. To achieve superior execution among representatives, leadership and work pressure are things that organizations should focus on. Factors that impact execution are unwaveringness, work execution, genuineness, work pressure, innovativeness, participation, leadership, character, drive, abilities, and obligation (Rahayu & Setiawan, 2022).

Rivai, (2016) makes sense of the fact that organizations need workers who have elite execution. To further develop representative execution, successful administration needs the help of representatives who are fit and able in their fields. Then again, worker improvement should be focused on as the organization's principal resource. The educational experience should turn into an organizational culture so representative abilities can be kept up with. The high and low exhibition of representatives relies upon great leadership and management in the realm of work. Representatives as Human Resources inside the association. Overseeing Human Resources well is the key to an association's success in accomplishing its expressed objectives. Human Resources is the main calculation of an association. Each association should consistently work on the nature of existing Human Resources with the goal that exhibition can be accomplished well. Further developing quality is likewise one method for making representatives more engaged in accomplishing hierarchical objectives (Asiah, 2017).

PT. Perkebunan Nusantara V Tanjung Medan, located in the Pujud area of the Rokan Hilir Regency, fulfils its responsibilities according to an organizational structure that ensures quality and competitive Human Resources, enabling them to adapt to advancements in science and technology to deliver optimal performance and service as expected. Issues with respect to representatives are an issue that associations should constantly focus on the grounds that quality and quantity can be impacted so they can confront the opposition of current turns of events. Subsequently, for hierarchical objectives to be accomplished well, quality Human Resources (workers) are truly required. Assuming that workers in an association can foster advancement, are imaginative and have high self-inspiration, the better the representative's exhibition will be. Nonetheless, worker execution in an association is supposed to be great, assuming it is in accordance with the representative's adequate skill and a hierarchical culture that upholds the running of the actual association.

LITERATURE RIVIEW

Execution has Human Resource see aspects, to be specific, errand conduct, moral way of behaving, and testing conduct. Task conduct is the way of behaving of workers who are straightforwardly engaged with changing hierarchical assets into righteousness, administration or authoritative creation (Adhar, 2020). Task conduct incorporates routine, endlessly assigned assignments under restoration. Moral way of behaving is movement as volunteerism from representatives, whether there is reward or no prize, yet adds to the association to work on in general quality in the work environment. In the interim, as per the assessment of (Widuri et al., 2024), execution is separated into four aspects: errand-arranged conduct, relational situated conduct, lessening time, and damaging ways of behaving. (Hidayatullah et al., 2021) distinction of assessment is to analyse execution according to the viewpoint of a moral way of behaving.

A representative can comprehend execution in their work obligations, implying that an individual's presentation is a mix of capacity, exertion and opportunity, which can be evaluated from the consequences of their work. A representative can do his work as per the requests that have been designated by the association in his work environment, to the point that all work targets can be accomplished (Lie, 2018). Assuming work assignments can be accomplished ideally, it implies that the representative has satisfied his work obligations and commitments as per his assumptions.

Representative execution is impacted by initiative and work pressure, and this is as per (Alfattama, 2020) research entitled *The Impact of Leadership and Work Weight on Worker Execution at PT Gardha Jaya Sakti Surabaya* and reasons that there is a positive and critical impact of leadership and work weight on representative execution at PT Gardha Jaya Sakti Surabaya. In like manner, the Divine Examination (Illahi, 2020), entitled *The Impact of Leadership Style and Work Weight on Representative Execution at PT. Abadi Lestari Mandiri Palembang*, inferred that initiative and work pressure meaningfully affected the exhibition of PT representatives. Abadi Lestari Mandiri Palembang.

In accomplishing the organization's objective of further developing worker execution, there are numerous components that are significant in satisfying it, including the component of administration or pioneers (Kohar, 2018). Fundamentally, leadership is a pioneer's way of impacting his subordinates to coordinate and work successfully as per his orders, with the initiative style moved by a pioneer, who will actually want to have the option to guide Human Resources to involve every one of their capacities and excitement in working so great execution can be accomplished. Good. The achievement or disappointment of an association in accomplishing its objectives is connected with the job of a pioneer. Powerful leadership should give guidance to the endeavours of all representatives in accomplishing the objectives of keeping up with Human Resources. Without administration or direction, the connection between individual objectives and human asset upkeep objectives might become unidirectional. This present circumstance causes what is happening where people work to accomplish their own objectives, while generally support becomes wasteful in accomplishing their objectives (Suryadi, 2010).

Leadership is one of the elements that shapes and assists others with working and being excited about accomplishing arranged objectives, comparable to the fruitful support of acknowledging objectives, which is still up in the air by initiative, and the elite execution of representatives in doing their obligations (Jufrizen & Lubis, 2020). Initiative is the foundation of hierarchical advancement because without great leadership, accomplishing authoritative goals will be troublesome. On the off chance that a pioneer tries to impact the way others behave, that individual is pondering their initiative style. makes sense of the fact that initiative is a strategy utilized by a pioneer to impact the way others behave. All in all, initiative is the capacity to impact a gathering to accomplish the gathering's objectives (SyaHuman Resourcesil, 2019).

RESEARCH METHODS

This study uses a quantitative method with a survey approach. The research design chosen is a descriptive and causal comparative design to test the causal relationship between independent variables (leadership and work stress) and dependent variables (employee performance) (Sugiyono, 2017).

As indicated by (Nawawi, 2017), the populace is the entirety of every conceivable worth, both the consequences of counting and quantitative or subjective estimations, as opposed to specific qualities in regards to a total and clear arrangement of items. The populace in this study were all workers of PT. Perkebunan Nusantara V Tanjung Medan, which has 64 workers. As per (Sugiyono, 2017), examples are populace components chosen based on their capacity to address them. As a rule, assuming the subject or populace is under 100, it is smarter to accept every one of them as a test, so the examination is populace research. Moreover, assuming the quantity of subjects or populace is huge or beyond what 100, the rate can be taken. With a complete examination strategy, the example in this study is the whole populace, in particular the workers of Perkebunan Nusantara V Tanjung Medan, specifically 64 representatives.

From the information got or gathered, the creator distinguishes and bunches it utilizing a spellbinding examination strategy, specifically by looking at the information found in the field, then, at that point, classifying it and afterward dissecting it in view of the speculations communicated on the hypothetical premise. Legitimate means showing the level of exactness between the information that really happens in an article and the information that can be gathered by scientists. As indicated by (Sugiyono, 2013), "substantial really intends that there are similarities between the information gathered and the genuine information." The standards or choice necessities for an instrument are supposed to be legitimate or not,

as per (Imam Ghozali, 2018), by contrasting the Human Resources on batch Alpha and 0.30. Unwavering quality testing is a progression of estimations or a progression of estimating instruments that have consistency, assuming the estimations made with the allotting instrument are conveyed over and over. A decent instrument will not tend to direct respondents to pick specific responses. The rules utilized are that if an estimating instrument gives stable outcomes, the estimating instrument is supposed to be dependable. Estimations were completed once, and dependability was assessed using the Human Resources on batch Alpha (a) measurable test. A single-shot estimation will be completed using the Human Resources on batch Alpha examination.

RESULT AND DISCUSSION

Restricted Organization Perkebunan Nusantara V (PTPN V) Kebun Tanjung Medan is a work unit overseen by PTPTN V Riau, under the service of BUMN, which works oil palm ranches as its fundamental business. PT Perkebunan Nusantara V Kebun Tanjung Medan is outfitted with a palm oil handling manufacturing plant that produces palm oil, or CPO and sends void palm enduring palm pieces, which are production line squander. This manure is generally called oil palm void pack compost (Tangkos). PT. Perkebunan Nusantara V is a manor BUMN that was established on Walk 11 of 1996 because of the solidification of the PTP II, PTP IV, and PTP V improvement ranches in Riau Region. The organization began working on April 9, 1996, with its administrative centre in Pekanbaru. The organization's lawful premise is resolved in view of the Republic of Indonesia's unofficial law No. 10 of 1996 concerning the store of capital from the Republic of Indonesia for the foundation of the Organization (Persero) PT. Perkebunan Nusantara V. The organization's articles of affiliation were drawn up before a legal official, Harun Kamil, in Deed No. 38 Dated Walk 11 1996 and confirmed through the Declaration of the Clergyman of Equity of the Republic of Indonesia no. c28333 H.T.01. 1996, and were reported in the State Journal of the Republic of Indonesia No. 80 dated October 4, 1996, and Extra Republic of Indonesia State Periodical No. 8565/1996. The organization's articles of affiliation have gone through changes, most recently with the notarial deed Sri Rahayu Hadi Prasetyo, SH No. 01/2002, dated October 1, 2002. This organization has gotten endorsement from the Pastor of Equity and Basic Liberties of the Republic of Indonesia through Pronouncement No. c2-0923 H.T.01.04 TAHUN 2002, dated October 28, 2002, and has been declared in the Republic of Indonesia State Newspaper No. 72, dated September 19, 2003 and extra RI State Paper No. 8785/2003. At present, the administrative centre is situated on Jln. Rambutan No. 43 Pekanbaru, with the biggest specialty units in different regions in Riau Territory. The organization oversees 51 work units, comprising 1 administrative centre unit, 5 vital specialty units (USB), 25 oil palm ranch units, 12 palm oil plants (PKS), 1 PKO production line unit, 4 elastic handling offices, and 3 clinics. The region overseen by the organization covers an area of 160,745 ha, comprising 86,2129 ha of own/centre land and 74,256 ha of plasma land.

Validity and Reliability Test

Validity and reliability are two important concepts in measurement and evaluation in various fields, such as psychology, education, and scientific research. Both ensure that the measuring tools or instruments used produce accurate and consistent data. To decide the legitimacy and unwavering quality of variable things, a preliminary assessment of the instrument was done. Legitimacy testing is completed on the items in an instrument. The reason for this testing is to gauge the legitimacy of the instrument utilized in a review. As referenced, this legitimacy test was done utilizing the Item Second connection coefficient. A survey thing is supposed to be substantial if the worth of $r_{count} > r_{table}$ with $n = 25$ is 0.396. In the interim, the unwavering quality test was completed to see whether the examination instrument had a level of consistency (fixed), as seen from the upsides of the respondents' responses. This test was completed by checking the Cronbach's alpha. Unwavering quality that is viewed as palatable or high is more prominent than or equivalent to 0.70.

Table 1. Test the Validity of Leadership Questionnaire Items (X1)

No Item	Correlation Value (r)	rtable	Validity
1	0.576	0.3	Valid
2	0.409	0,396	Valid
3	0.632	0,396	Valid
4	0.697	0,396	Valid
5	0.634	0,396	Valid
6	0.732	0,396	Valid
7	0.661	0,396	Valid
8	0.474	0,396	Valid
9	0.738	0,396	Valid
10	0.539	0,396	Valid

In the table above, it can be seen that the correlation value for all statement items for Leadership (X1) is greater than 0.396. This shows that the ten items are valid. Furthermore, based on appendix 3, it is known that the Cronbach's Alpha value = 0.880 and this value is greater than 0.70, so it can be concluded that the Leadership questionnaire item (X1) is reliable.

Table 2 Validity Test of Job Stress Questionnaire Items (X2)

No Item	Correlation Value (r)	rtable	Validity
1	0.747	0.396	Valid
2	0.829	0.396	Valid
3	0.537	0.396	Valid
4	0.639	0.396	Valid
5	0.478	0.396	Valid
6	0.616	0.396	Valid
7	0.319	0.396	Valid
8	0.483	0.396	Valid
9	0.714	0.396	Valid
10	0.792	0.396	Valid

In the table, the correlation value for all statement items for the Work Stress variable (X2) is greater than 0.396. This shows that the ten items are valid. Furthermore, based on appendix 4, it is known that the Cronbach's Alpha value = 0.886 and this value is greater than 0.70, so it can be concluded that the Job Stress questionnaire item (X2) is reliable.

Table 3 Performance Questionnaire Validity Test (Y)

Statement	Correlation Value (r)	rtable	Validity
1	0.601	0.396	Valid
2	0.478	0.396	Valid
3	0.647	0.396	Valid
4	0.631	0.396	Valid

5	0.616	0.396	Valid
6	0.571	0.396	Valid
7	0.630	0.396	Valid
8	0.730	0.396	Valid
9	0.426	0.396	Valid
10	0.642	0.396	Valid

The table shows that the correlation value for all statement items for the Performance variable (Y) is greater than 0.396. This shows that the ten items are valid. Furthermore, it is known that the Cronbach's Alpha value = 0.875 and this value is greater than 0.70, so it can be concluded that the Performance questionnaire item (Y) is reliable.

The Influence of Leadership on Performance

In view of the consequences of the examination utilizing numerous relapse models to see the impact of leadership on execution, it shows that there is a positive impact of the administration variable (X1) on the presentation variable (Y). The consequences of this examination are in accordance with past exploration directed by scientist (Fazira & Mirani, 2019) with the title *The Impact of Administration on Worker Execution at the Dumai City Library and Files Administration*, which reasoned that leadership has a critical impact in further developing representative execution at the Dumai City Library and CHuman Resourcesonicles Administration. Moreover, Wa Tribute (Makmur & Patulak, n.d.) research, entitled *The Impact of Leadership on Financial Worker Execution in Southeast Sulawesi*, reasoned that administration impacts the presentation of banking representatives in Southeast Sulawesi.

The Effect of Job Stress on Performance

Based on the results of statistical tests, there is a positive influence of the Job Stress variable (X2) on the Performance variable (Y). With a relationship like this, it means that the higher/better the Job Stress, the higher/better the performance variable. This research was also carried out by previous researchers by (CHuman Resourcesisty & Amalia, 2017) with the title *The Effect of Work Stress on the Performance of PT Catur Kartika Jaya Employees* who concluded that work stress has a positive and significant effect on the performance of PT Catur Kartika Jaya Employees. (Massie et al., 2018) research entitled *The Effect of Work Stress on Employee Performance at the Manado IT Center Management Office* concluded that work stress has a negative and significant effect on employee performance at the Manado IT Center Management Office.

The Influence of Leadership and Job Stress on Performance

Considering the tests completed all the while, it shows that the factors leadership (X1) and work pressure (X2) affect execution (Y). This examination was likewise directed by past specialists by (Alfattama, 2020), entitled *The Impact of Initiative and Work Weight on Representative Execution at PT Gardha Jaya Sakti Surabaya*, and presumed that there is a positive and critical impact of leadership and work weight on the exhibition of PT Gardha Jaya Sakti representatives. Surabaya. Similarly, (Illahi, 2020)entitled *The Impact of Leadership Style and Work Weight on Representative Execution at PT. Abadi Lestari Mandiri Palembang*, inferred that initiative and work pressure meaningfully affected the exhibition of PT representatives. Abadi Lestari Mandiri Palembang.

CONCLUSION

From the consequences of this exploration, it was found that compensation impacts representative work efficiency. This implies that the better the representative's work efficiency, the higher the compensation will be, as per PTPV v. Tanjung Medan Oil Palm Estate, Medan Region. Pujud Area. Rokan Hilir with respect to the work he did. In like manner with security, word-related wellbeing impacts representative

work efficiency. This intends that with great word-related wellbeing and security, the representative's work efficiency will partake in the aftereffects of that work considering the quality. Besides, compensation and word-related wellbeing security impact representative work efficiency. This implies that together, compensation and word-related wellbeing security affect representative work efficiency.

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