

The Effect of Work Stress and Work Motivation on the Performance of Palopo Religious Court Employees with Integrity Zone Standards

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Abstract

This study aims to determine the effect of work stress and motivation on the performance of employees of the Palopo Religious Court. This study uses a quantitative descriptive approach. The research population was all employees at the Palopo Religious Court, amounting to 27 people. This study uses a proportional stratified random sampling technique. Data analysis uses structural equation modeling (SEM) with the help of the Smart PLS application. The results showed that work stress did not affect employee performance by -0.098 units with a t-count value of 0.060 < 1.708 or a p-value of 0.912 > 0.05. Work motivation has an effect on employee performance by 5.644 > 1.708 or p-value of 0.000 < 0.05. The combined effect of work stress and work motivation on employee performance is 65%, while 35% is influenced by other variables not observed in this study.

Keywords: work stress; work motivation; employee performance; religious courts.

1. Introduction

The Palopo Religious Court, one of the institutions administering Judicial Power under the Supreme Court in the Makassar Religious High Court area, existed and was institutionalized in Indonesia long before independence. The Indonesian government confirms its position. Based on Law no. 1 of 1951. As a follow-up to the law above, it was stated in Government Regulation 45 of 1957 concerning the Establishment of Religious Courts Outside Java and Madura 1957. As a follow-up to PP. 45 of 1957, on March 6, 1958, with the establishment of the Religious Courts/Sharia Courts in Sulawesi, Nusa Tenggara, Maluku, and West Irian based on the Decree of the Minister of Religion No. 5 of 1958. Based on this regulation, in December 1958, the Religious Courts were formed. Palopo with jurisdiction coverage of Dati II Luwu Regency and Tanah Toraja Dati II Regency until the establishment of the Makale Religious Court/Sharia Court in 1966 following the Decree of the Minister of Religion. 87 of 1966 concerning establishing a second Religious Court/Religious Court in South Sulawesi and Maluku on December 3, 1966. Over time, the judiciary's organization, management, and finances have been transferred from the Ministry of Religion to the Supreme Court. The transfer of judicial power from the government to the Supreme Court began with the enactment of Presidential Regulation Number 21 of 2004.

As one of the judicial bodies, the Palopo religious court office focuses on providing civil law and sharia law services to the public under the duties and functions of the Court as regulated in Law no. 50 of 2009, so that we need to know how far the performance of employees at the Palopo religious court as a judicial body that focuses on legal services, especially in civil law with integrity zone standards. The Palopo Religious Court Office certainly has its competitive advantage, measured by the performance of its employees in terms of providing services to people seeking justice in civil law.

The demands of work and work pressure as a public servant in terms of law certainly have a level of work stress that cannot be denied that can affect the performance of the Palopo religious court employees. On the other hand, work motivation certainly influences the performance of the Palopo ecclesiastical court employees. From several previous research results obtained by the author regarding the research title from Google Scholar as follows:

Based on previous research by (Hasyim & Rokhmatin, 2021), His research at PT. Utama Busana Textile revealed that

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work stress and competence significantly influence employees' performance. The test results R² value of 0.083 or 8.3% work stress and competence together affect the performance of employees at PT. Main Textile Clothing hile 91.7% influenced by other factors outside the study.

Based on research from (Puspita & Oktariansyah, 2021), his study revealed that it has a positive and significant impact on the performance of Subdistrict X employees in Palembang City by using work stress and work motivation variables. As an independent variable. Based on the results of research by (Chrestian et al., 2019) at the General Elections Office in North Sulawesi Province. The results of the analysis identify that (1) the work environment has a positive influence on employee performance, (2) work stress affects employee performance, and (3) work environment and work stress together have an effect on employee performance.

In the study's results entitled the effect of job satisfaction, stress, and organizational commitment on the turnover intention (Syarifudin et al., 2021), the existence of work stress and authoritative responsibilities turned out to be the magnitude of the influence on employee turnover. The factors of job fulfillment, work pressure, and traditional responsibilities have a calculated F value of 0.236 with an importance level of 0.871, the reason that the F value is $0.236 < F < 0.05$. The results of hypothesis testing indicate that job fulfillment, work pressure, and responsibility affect turnover objectives. The results of research conducted by (Amelia & Sudarso, 2021) revealed that the stress variable at work impacts the performance of hotel employees, and the results of the motivation variable test indicate a significant influence on Hotel employee performance. It is reinforced by looking at the results of the stress variable test with t count < t table, namely t count = 0.949 and t table = 1.662, and for the motivation variable, the result is t count > t table ($3.415 > 1.662$).

Based on research from (Sholihah et al., 2021), the work stress variable partially affects the work motivation of female employees of PT. Manunggal Indowood Investindo. It is expected because the influence caused by work stress can be positive or negative from work stress and employee performance. When work stress increases, motivation will increase. Suppose female employees experience anxiety due to the difference in salary between them and male employees. In that case, this motivates them to work harder to earn the same salary as men.

(Sari et al., 2022) research studies teacher performance through three independent variables: work stress, motivation, and job satisfaction. It shows a direct effect of work stress on job satisfaction, an immediate impact of job stress on teacher performance, and a direct influence of work motivation on job satisfaction. The results obtained are the indirect effect of work motivation on teacher performance and the direct impact of job satisfaction on teacher performance.

From some of the results of previous literature reviews, the writer can formulate the problem as follows:

- a) Does using the work stress variable directly affect the performance of employees at the Palopo Religious Court Office?
- b) Does work motivation also directly influence employee performance at the Palopo Religious Court Office?
- c) Can work stress and motivation variables affect employees' performance at the Palopo Religious Court Office?

2. Methods

The study using quantitative descriptive method to determine the effect of work stress and work motivation on the performance of the employees of the Palopo Religious Court with structural equation modeling (SEM). The partial least squares method does not assume that the data must be measured with a specific size. It means that the number of samples can be small (below 100 samples), so the soft modeling analytical method is used with the help of the Smart PLS (partial least squares) software version 3.3.

Types and sources of data in this study are primary and secondary data, such as observations and direct interviews with the research object to obtain actual data related to the research title. Preliminary data in the form of a questionnaire with a range of values for each answer using a Likert scale of 1-5 was given to the population. It is represented by a sample taken using a stratified random sampling technique of 27 employees, who are technical and non-technical employees at the Palopo Religious Court Office. The instrument used is a questionnaire on job stress, work motivation, and employee performance. Inferential descriptive statistics were used in data analysis. Descriptive statistics are used to define variable explanations, and inferential statistics are used to test hypotheses formulated using the Smart PLS program.

3. Result

3.1. Inferential Descriptive Analysis

Inference analysis in this study uses structural equation modeling-based variance (VB-SEM) analysis with the help of Smart PLS software version 3.3.

3.1.1. Outer Model Test Results

Model evaluation is a metric model designed to evaluate the validity and reliability of the model. The external model test includes the Outer and Inner models, as shown in the image below.

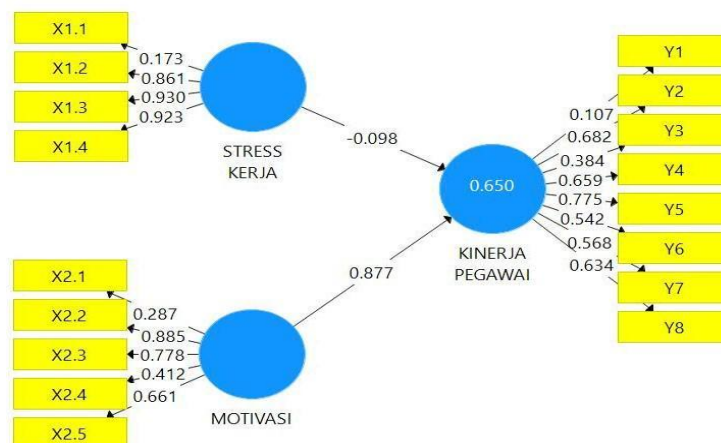


Figure 1. Outer mode (in Indonesia)

3.1.2. Convergent Validity (Loading Factor)

A validity test with convergent validity is used to determine the value of the loading factor on the latent variable with its indicators, as listed in table 1.

Table 1. Outer Loading (Convergent Validity)

indicator	Work Stress (X1)	Work Motivation (X2)	Employee Performance (Y)
Role in Organization (X1.2)	0,861		
Work Relationship (X1.3)	0,930		
Organizational Structure and Atmosphere (X1.4)	0,923		
Security (X2.2)		0.885	
Social (X2.3)		0.778	
Self Actualization (X2.5)		0.661	
Initiative Taking (Y2)			0.682
Time Management (Y4)			0.659
Quality Achievement and Quantity (Y5)			0.775
Product Knowledge (Y8)			0.634

Source: Smart PLS analysis results, 2022

Based on the test results using Smart PLS based on the table 1, it can be seen and stated that the results of testing the variables of Work Stress (X1), Work Motivation (X2), and Employee Performance (Y) have met the criteria for convergent validity after the indicator with sig < 0, 6 removed from the model. Then the results obtained from all construct values or Outer loading were used to measure the level of indicator validity in each variable > 0.6 (standard value of convergent validity test). Test the validity of the 17 indicators used by the researcher on each variable. 11 indicators are included in the construction of the model, and others such as indicators (X1.1, X2.1, X2. 4, Y1, Y3, Y6, Y7) that do not meet convergent validity standards issued.

3.2. Discriminant Validity

Discriminant validity can be seen by loading the latent construction, which will predict the indicator better than other constructs. The latent construction loading values for other construction indicators are listed in table 2.

Table 2 Value of Average Variance Extracted (AVE) on SEM. model variables

Variable	Average Variance Extracted (AVE)
Work Stress (X1)	0.820
Work Motivation (X2)	0.643
Employee Performance (Y)	0.520

Source: Smart PLS analysis results, 2022

Discriminant validity has been met by looking at the table 2. The root value of Average Variance Extracted (AVE) on the main diagonal is greater than the correlation of the relevant variable, where work stress (X1) has an AVE root of 0.820. Its correlation with other variables is 0.643, and 0.520 with a value of expected > 0.05.

3.2.1. Model Reliability

Composite Reliability and Cronbach Alpha are values used to determine the level of reliability in the SEM model. This type of reliability determines the internal reliability level of the variable indicators listed in table 3.

Table 3 Composite Reliability and Cronbach Alpha values for each variable

Variabel	Cronbach's Alpha	Composite Reliability
Work Stress (X1)	0.890	0.932
Work Motivation (X2)	0.727	0.843
Employee Performance (Y)	0.703	0.811

Source: Smart PLS analysis results, 2022

The standard Cronbach's Alpha value of a variable can be declared reliable if > 0.6, while the standard value for Composite Reliability is > 0.7. Therefore, based on the table above, it is known that all variables have Cronbach's Alpha values > 0.6 and Composite Reliability values > 0.7, so it can be stated that the SEM model analyzed is reliable.

3.2.2. Inner Model Test Results

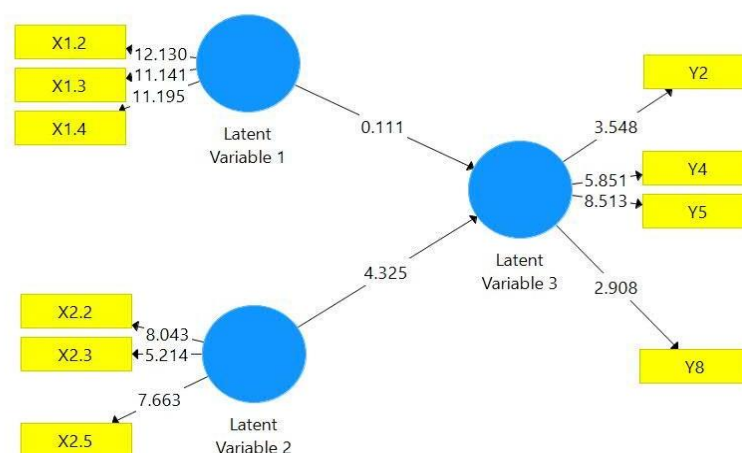


Figure 2. Inner Model

3.3. T Statistical Analysis

The evaluation of the path coefficient structural model can be seen from the effects of each relationship between variables and is declared significant if the t statistic > t table is 1.708 and the cut-off p-value is < 0.05. Using a hypothesis test on the PLS-SEM model using bootstrapping, the results can be seen in Table 4 below.

Table. 4. Hypothesis Testing Results

Influence between Variables	T Statistics	T Tabel	P Values	Cut off P Value
Work Stress -> Employee Performances	0.060	1.708	0.912	0.05
Motivation -> Employee Performances	5.644	1.708	0.000	0.05

Source: Smart PLS analysis results, 2022

Based on the results of the t-statistical analysis as listed in the table 4, the hypothesis test on the dependent variable can be stated as follows:

- Hypothesis 1: Hypothesis or temporary allegation of work stress significantly affects employee performance at the Office of the Religious Courts. The results of the t statistic analysis obtained t count = 0.060 < t table = 1.708 with a P-value of 0.912 or greater than the Cut off Value of 0.05. The effect of work stress on employee performance is obtained with a coefficient value of 0.011 with t static 0.060 P-Value = 0.912. See t statics is more minor than t table 1.708 and P-Value is greater than 0.05, identifying the lowest significant or shallow influence between work stress on employee performance. It means that work stress does not significantly affect the performance of employees at the Religious Courts Office in Palopo. Thus, hypothesis 1 in this study was rejected.
- Hypothesis 2: Hypothesis or temporary allegation of work motivation significantly affects employee performance. Work motivation significantly affects employee performance at the Office of the Religious Courts in Palopo. The results of the t statistic analysis obtained t arithmetic 5.644 > t table 1.708 with a P-value of 0.000 or smaller than the Cut off Value of 0.05. Thus, hypothesis 2 in this study is accepted.

3.4. Determinant Analysis Results (R Square)

The determinant analysis aims to find the magnitude of the influence of the independent variables simultaneously affecting the dependent variable. The results of the analysis of the determinants of the SEM model are presented in table 5.

Table. 5. The results of the analysis of the determinants of the dependent variable

	R Square	R Square Adjusted
Employee Performance	0.650	0.621

Source: Smart PLS analysis results, 2022

Based on the table 5, it is known that R Square is 0.650. It can explain that two variables can explain 65% of the employee performance variables: work stress (X1) and work motivation (X2) affect employee performance (Y), while 35% is influenced by other variables not observed by the authors in this study.

4. Discussions

4.1. The Effect of Work Stress on the Performance of Religious Court Employees in Palopo.

The results of data analysis that the author has carried out by distributing questionnaires as an instrument in this study showed an insignificant negative effect of work stress on employee performance. Thus, work stress does not significantly affect employee performance at the Palopo Religious Court office. It is in line with the findings (Mulyanto et al., 2021) that work stress also does not significantly affect the performance of MSME employees in Buah Baru Online at ssGamping Yogyakarta with a significant value of 0.170. Likewise, the findings made by (Rizkiyani & Saragih, 2012) on Correctional Officers Class IIA Tangerang, the results of his research show that the

effect of work stress on employee performance is very weak insignificant because it is more than 0.05.

Work stress has no significant effect on employee performance at the Palopo Religious Court Office based on interviews with several technical and non-technical employees. It tends to provide significant work stress pressure as a public servant, especially in civil law services.

The scope at the Palopo Religious Court Office can have a fairly good impact on each individual so that high or low-stress levels in work can be appropriately managed and do not significantly affect the performance of employees at the Palopo Religious Court Office with integrity zone standards. From the results of in-depth interviews with the head of the Religious Courts Office, it is also known that this cannot be separated from several employee activities that have spiritual and non-spiritual values from worshipping on time and doing recreation and a healthy lifestyle as well as regular sports such as tennis and gymnastics together by inviting family members to participate in activities. It is under the Word of Allah SWT in Al-Quran al-Karim, which means "(namely) those who believe and their hearts find peace in the remembrance of Allah. Remember, only in the remembrance of Allah does the heart find peace." (Surah: Ar-Raad verse 28).

4.2. The Effect of Work Motivation on Employee Performance at the Palopo Religious Court Office.

The direct test results reveal a positive and significant effect between work motivation variables as independent variables on employee performance as the dependent variable at the Palopo Religious Court Office. The magnitude of this influence indicates that the higher the role of work motivation for employees at the Palopo Religious Court, the employee's performance will also increase. This finding is consistent or in line with the results (Anwar, 2021), that motivation has a significant and positive effect on employee performance at PT. Tasindo Central Perkasa and this finding are also supported by (Budiman & Steven, 2021) that motivation and work discipline have a positive and significant effect on employees of the Sungai Raya District Office, Kab. Royal stronghold.

Work motivation, of course, will have a better effect on the performance of employees at the Palopo Religious Court Office, individually or personally, making employees more committed to carrying out their duties and responsibilities as public servants, especially in providing services to civil law. Work motivation can also increase employee confidence in the Palopo Religious Court Office.

Based on the results of in-depth interviews with the leadership of the Palopo Religious Court Office, the author can also conclude that work motivation has been carried out quite well by the Court Office by giving appreciation, both in the form of awards and acknowledgments to parties or employees who excel. An example of appreciation in the weekly form given to employees whose criteria fall into an exemplary employee or roll mode for other employees is measured through several factors, such as the level of attendance and completion of tasks on time. Also, the form of a personal approach provides technical and non-technical training to parties or employees who are still deemed necessary to continue developing and actualizing themselves. Finally, they can direct their skills, abilities, skills, and potential for creating excellent service quality and integrity to the community, especially in civil law.

5. Conclusions

Based on the results of research and discussion, it is concluded: Work stress does not affect the performance of the Religious Court of Palopo City employees; in this case, (H1) is rejected, meaning that poor management of work stress can affect a person's performance. Work motivation affects the performance of the Palopo Religious Court employees. Thus (H2) is accepted, meaning that a continuous increase in motivation at the Palopo Religious Court Office must be maintained for better employee performance. This research is inseparable from shortcomings in terms of quality and quantity as in terms of the results of data from respondents. In this case, all technical and non-technical employees at the Palopo Religious Court Office responding to the form of a questionnaire that the author has distributed can give a perception bias, which is different for each respondent in answering each question item. Sometimes the respondent answers so that this perception bias can occur.

Based on this conclusion, the writer expects and recommends further writers to expand further other aspects of supporting research both in terms of the scope of the study and from the part of adding other variables that would be able to provide optimal results and learning for further research.

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