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The Influence of Workload and Stress Work On Employee Performance House Cut Chicken In the village hibiscus Subdistrict Parung

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Abstract

Study This aim For analyze influence burden work and stress Work to performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency. Research This use approach quantitative with design study explanatory. Population in study This is all over employee House Cut Chickens totaling 50 people, with technique taking sample use saturated sampling method so that all over population made into as respondents research. Data collection techniques are carried out through distribution questionnaire that was measured use Likert scale method data analysis used is analysis multiple linear regression with assistance from the Statistical Product and Service Solutions (SPSS) program.Research result show that burden work and stress Work own influence to performance employees. In partial, load Work influential negative and significant to performance employee with mark coefficient regression of -0.319 and the level significance 0.000 < 0.05. Stress work also has an effect negative and significant to performance employee with mark coefficient regression of -0.386 and the level significance 0.000 < 0.05. In simultaneous, load work and stress Work influential significant to performance employees as indicated by the value F count amounting to 37,227 with level significance 0.000 < 0.05. The coefficient value determination (R^2) of 0.639 indicates that 63.9% of the variation performance employee can explained by variables burden work and stress work, while the rest influenced by other outside factors study. Research result This show that management burden work and control stress Work become factor important in increase performance employees, especially in the sector production that has demands work tall like House Cut Chicken.

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Keywords: Burden Work, Stress Work, Performance Employees, Management Source Power Man

INTRODUCTION

Source Power man is fundamental factors in determine effectiveness operational organizations, including in sector agro-industry like House Cut Chicken (RPA). Employee performance become indicator critical in evaluate production process achievement Because relate direct with quality results work, output volume, accuracy time settlement tasks, as well as efficiency operational (Riyanto et al., 2021). In industry cutting chicken, activity Work generally nature physical, repetitive, target -oriented, and controlled by standards sanitation as well as security strict food. Characteristics This potential cause pressure high work in the end impact on performance employee(Kurniawaty et al., 2019).

Workload defined as a number of burden tasks to be done completed in range time certain with consider capacity individual. (Nabawi, 2019) state that burden Work appear moment worker faced with demands work within a tight time limit, either That in the form of burden physical, mental, and pressure time, so that imbalance between demands work and skills individual can trigger fatigue as well as lower performance (Aldi et al., 2024). Research by (Widianti & Herlina, 2023) shows that burden Work influential positive and significant to performance employee in context organization, indicating that management burden efficient work contribute to improvement performance Work (Rawal, 2023).

Besides burden work, stress Work is factor other important factors that influence performance employees (Phan et al., 2023). Stress Work happen when there is imbalance between demands work and skills individual in fulfill it, and when is at in level tall can damage productivity as well as quality work. study latest show that stress Work give significant impact to performance employees, where the imbalance between pressure tasks and capacities individual can make things worse performance work, especially in demanding jobs physical and cognitive tall as in the environment production (Rasool et al., 2020).

Phenomenon similar potential happened at home Cut Chicken located in Waru Village, District Parung, Bogor Regency. Activities production that depends on the quantity supply chicken live, target cutting daily, as well as standard cleanliness and safety food demand employee Work fast, accurate, and consistent (Saleem et al., 2021). When the production volume increased, intensity work employee participate increased, even potential beyond normal working hours so burden physical and mental health increases and triggers stress work (Anggraini, 2025). If things This No managed in a way effective, quality cutting, precision timetable distribution and productivity overall can decrease (Lee & Jang, 2020).

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Although various study has look at influence burden work and stress Work to performance in the sector services, manufacturing, and institution government, a comprehensive study specific highlight sector House Cut Chicken, especially in the Bogor Regency area, is still limited. Therefore that, research This aim For analyze influence burden work and stress Work to performance employee House Cut Chicken in Waru Village, District Parung, Bogor Regency is good in a way partial and simultaneously, and the results expected can give contribution empirical in management source Power humans in the sector agro-industry as well as become runway recommendation managerial For increase performance employee (Q. Jiang et al., 2020).

Theoretical Review And Hypothesis Development

1. Workload

Workload interpreted as overall duties and responsibilities the answer that must be completed individual in period time certain in accordance with standard work that has been set organization. Concept This reflect level demands the work given to employees, good in a way quantitative and qualitative. Workload generally measured through amount work, deadline completion, complexity tasks, as well as perception subjective employee to pressure work experienced (Lutfi, 2023).

According to Tarwaka (Foster et al., 2020) burden Work reflect comparison between capacity Work individual with demands job received, good in form physique and mental. Imbalance between both of them can cause fatigue and decline productivity. In line with that, research by Putri and Sari (2022) found that burden Work influential significant to performance employees, where the arrangements burden proportional work capable increase effectiveness Work (Woo & Kang, 2021).

In operational House Cut Chicken Waru Village, burden Work sourced from the target cut daily, pressure distribution, as well as activity physique intensive like slaughtering, cleaning and packaging. Excessive workload tall can cause fatigue physical and mental, while burden overwork low potential lower motivation. (Mardiani et al., 2022) grouping burden Work to in dimensions burden physical, mental, and stress time. Besides that, research The latest by Rahmawati (2021) states that indicator burden Work can seen from condition work, use time work, production targets, and environment Work (Shin & Hur, 2020). With Thus, management burden balanced work become an important strategy in guard productivity and prevent decline performance consequence fatigue (Badrianto & Ekhsan, 2020).

2. Stres Work

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Stres Work is condition tension that affects stability physical and psychological individual consequence existence demands work that exceeds ability adaptation. Stress appear when happen mismatch between demands tasks and resources power possessed individual For face it (Wijoyo et al., 2020).

According to (Trisia et al., 2022) stress Work arise Because existence pressure roles, demands tasks, interpersonal conflicts, and structure less organization support. While that, research by (Aini & Fauziah, 2024) show that stress Work own influence significant to performance employees, especially at work with high target pressure.

In context House Cut Chicken, stress Work can triggered by high production targets, demands guard quality results cutting, coordination team, and system lack of work structured. Robbins and Judge (Naibaho & N., 2022) identified source stress Work covering demands tasks, demands roles, interpersonal relationships, structure organization, and leadership. Research The latest by Hidayat (2020) also added that ambiguity roles and pressures time become factor dominant reason stress work in the sector production.

Stres in level moderate can become driver motivation (eustress), but if ongoing in a way excessive and continuous, can changed become distress that decreases quality work and productivity.

3. Employee Performance

Employee performance is level achievement results Work individual in carry out the task that becomes not quite enough the answer is, okay from aspect quality and quantity. Performance reflects effectiveness individual in support achievement objective organization. (Prasetya & Ilham, 2026) performance is results work achieved based on standards and targets that have been determined Organization. Research by Sari and (Scientific & Management, 2024) show that performance influenced by internal factors such as motivation and competence, as well as factor external like burden work and environment Work (Fahmi et al., 2022).

Indicator general performance used in study management source Power man covering quality work, quantity work, accuracy time, effectiveness, responsibility answer, work the same, and initiative (Robbins & Judge, 2022). In context House Cut Chicken Waru Village, performance employee can seen from accuracy of cutting process, standard cleanliness product, lack of error work, and ability Work in team in a way effective (Edeh et al., 2023). Optimal performance becomes factor determinant success company in achieve production targets and maintain quality products to remain competitive in the market.

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METHOD

Population and Sample

Study This use approach quantitative with design explanatory approach quantitative used Because study This aim For test relationships and influences between variables through measurement numerical and analytical statistics (Chen et al., 2002). Explanatory design chosen For explain connection causal between variables independent and variable dependent based on theories that have been put forward by experts management source Power man (Supratman et al., 2021).

Study This cross-sectional in nature, namely data collection was carried out in One period time certain. Method survey used as technique primary data collection with instrument questionnaire closed and distributed to respondents (Martinaityte et al., 2019). Population in study This is all over employees who work at Home Cut Chicken in Waru Village, District Parung, Bogor Regency, totaling 50 people.

Data collection technique

Data in study This collected with method distribute a list of questions (questionnaire) to related respondents with burden work, stress work and performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency. Questionnaire the given to 50 employees who became respondents in study This (Shangze, 2024).

Definition Operational

As for the variables that will be investigated in study This is :

Table 1. Definitions Variables, Indicators and Measurement Scales

Variables	Definition Operational	Indicator	Number of Items	Scale
Workload (X1)	Level of demand work to be done completed employee in time certain Good in a way physique and mentally in the process of working at home Cut Chicken.	1. Job targets 2. Physical load 3. Mental burden 4. Pressure time 5. Condition environment Work	10	Likert 1–5

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Stres Work (X2)	Condition tension physical and psychological experiences employee consequence demands work that exceeds ability individual.	1. Demands task 2. Demands role 3. Interpersonal relationships 4. Structure organization 5. Condition emotional	10	Likert 1–5
Employee Performance (Y)	Work results achieved employee Good in a way quality and quantity in accordance not quite enough the answer given company.	1. Quality Work 2. Quantity Work 3. Punctuality 4. Not quite enough answer 5. Work same & initiative	10	Likert 1–5

Analysis Model

Data analysis model used in study This is analysis multiple linear regression analysis for know influence variables free to variables tied.

Equation model regression used in study This is :

$Y=a+\beta1X1+\beta2X2+e$

Information :

Y = Performance employee
X1 = burden Work
X2 = Stres Work
a = constant
β1, β2 = coefficients regression
e = Error rate

Analysis multiple linear regression used For analyze influence variables free consisting of from burden work (X1) and stress work (X2) against variables bound that is performance employee (Y) at Home Cut Chicken in Waru Village, District Parung, Bogor Regency, good in a way simultaneous and partial (Hewagama et al., 2019).

Furthermore done testing hypothesis using the F test for know influence variables independent in a way together to variables dependent, as well as the t-test for know the influence of each variable independent in a way partial to performance employees. Data analysis in study This done with use assistance from the Statistical Product and Service Solutions (SPSS) program

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RESULTS

Multiple linear regression results influence burden work and stress Work to performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency was obtained equality as following :

Y = 54.798 – 0.319 X1 – 0.386 X2 + e

Based on equality regression multiple the can known that variables burden work (X1) and stress work (X2) has influence to performance employee (Y). Coefficient regression burden Work of -0.319 indicates that every improvement burden Work will followed with decline performance employees, with assumptions other variables are considered constant (Al- Saffar & Obeidat, 2020). Likewise the coefficient regression stress Work of -0.386 indicates that improvement level stress work experienced employee will impact on the decline performance employee (Pang & Lu, 2018).

Connection negative the show that the more tall burden work and stress work experienced by employees, then performance employee tend decrease (Ogbonnaya & Valizade, 2018). On the other hand, if burden work and stress Work can managed with okay then performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency can increase.

Testing Hypothesis

Simultaneous test (F test)

Table 2. Test results in general simultaneous (F test)

ANOVA [a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	900,986	2	450,493	37,227	,000 b
	Residual	508,258	42	12,101		
	Total	1409,244	44			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Stress, Weight Work

Source: SPSS 50 output

Data in the table above show mark F count amounting to 37,227 with mark significant 0.000 < 0.05. With thus can taken The decision H0 is rejected and H1 is accepted, which means that in a way simultaneous variables burden work and stress Work influential significant to performance employees at Home Cut Chicken in Waru Village, District Parung,

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Bogor Regency (Sudiardhita et al., 2022). This result show that the regression model used in study This can explain connection between variables free that is burden work (X1) and stress work (X2) against variables bound that is performance employee (Y).

Table 3. Partial Test (t-Test)

Coefficients [a]						
Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**
		B	Std. Error	Beta		
	(Constant)	54,798	1,775		30,880	,000
	Workload	-,319	,055	-,538	-5,748	,000
	Work Stress	-,386	,054	-,670	-7,164	,000

a. Dependent Variable: Employee Performance

b.

Based on partial test results in table 3 above, for variables burden Work obtained coefficient regression of -0.319 with mark significant of 0.000, where 0.000 < 0.05, and the value thitung by -5,748 more big from table 2,010 (seen from mark absolute). With Thus H0 is rejected and H1 is accepted. This is show that variables burden Work influential significant to performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency. Coefficient value valuable regression negative show that the more tall burden work received employees, then performance employee tend experience decline (Sitopu et al., 2021).

Coefficient regression variables stress Work obtained of -0.386 with mark significant of 0.000, where 0.000 < 0.05, and the value thitung by -7,164 more big from table 2.010 (based on mark absolute). With Thus H0 is rejected and H1 is accepted. This is show that variables stress Work influential significant to performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency. Coefficient valuable regression negative show that the more tall level stress work experienced employee so performance employee tend decrease (Paais, 2018).

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Coefficient Value Terminated (R square)

Table 4. Coefficient values Terminated (R aquare)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,800 [a]	,639	,622	3,479

a. Dependent Variable: Employee Performance

Based on Model Summary table above can known that R value of 0.800 which indicates that connection between variables burden work and stress Work to performance employee is in the category strong (Margareta & Sari, 2023).

The R Square (R^2) value of 0.639 indicates that 63.9% of the variation performance employee can explained by variables burden work and stress work, while the rest 36.1 % is influenced by other variables outside study this is not entered in the research model (H. Jiang & Shen, 2023).

With thus can concluded that variables burden work and stress Work own sufficient contribution big in explain change performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency.

CONCLUSION

Based on results study about influence burden work and stress Work to performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency, then can withdrawn a number of conclusion as following :

1. Workload influential negative and significant to performance employees. Partial test results show mark coefficient regression of -0.319 with mark significance 0.000 < 0.05 and value thitung by -5,748 more big from ttable 2.010. This is show that the more tall burden work received by employees, then performance employee tend experience decline. Excessive workload can cause fatigue physique and mentally so that influence effectiveness Work employee in operate his duties.
2. Stres Work influential negative and significant to performance employees. Based on t-test results obtained mark coefficient regression of -0.386 with level significance 0.000 < 0.05 and value thitung by -7,164 more big from ttable 2.010. This result show that increasing level stress work experienced employee will impact on

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the decline performance employees. Pressure high- paying jobs can influence condition psychological employee so that reduce productivity and quality Work.

3. Workload and stress Work in a way simultaneous influential significant to performance employees.
   The results of the F test show mark F count amounting to 37,227 with mark significance 0.000 < 0.05, so can concluded that second variables independent in a way together own significant influence to performance employees at Home Cut Chicken in Waru Village, District Parung, Bogor Regency.
4. Contribution burden work and stress Work to performance employee classified as strong.
   Based on results coefficient determination obtained The R Square value is 0.639, which means that 63.9% of the variation performance employee can explained by variables burden work and stress work, while the remaining 36.1% influenced by other outside factors research, such as motivation work, environment work, leadership, compensation, and factors organization other.

Suggestion

1. Party management House Cut Chickens in Waru Village are expected can do management burden Work in a way more effective with adapt amount work with capacity Work employees. Distribution more tasks proportional as well as arrangement time more work structured can help reduce fatigue Work so that performance employee can increase.
2. Companies need to notice factors that can trigger stress Work employee with create environment more work conducive and supportive. This is can done through improvement communication work, giving time get enough rest, and build connection harmonious work between employee and between employee with leadership.
3. The company is advised For do evaluation in a way periodically to system management sourPower humans, especially related to production targets, distribution work, and condition environment work. Evaluation the important For ensure that condition existing work No cause pressure overwork for employee

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