

## RINGKASAN

### Pengaruh Stres, *Bullying* Terhadap Kinerja Pegawai Pelindo III Cabang Gresik

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Penelitian ini dilakukan berdasarkan latar belakang bahwa di Pelindo III Cabang Gresik telah terjadi penambahan pekerjaan seperti pembongkaran batu bara yang dahulunya dikerjakan oleh pegawai Pelindo III Tanjung Perak. Target pendapatan yang ditetapkan Pelindo III Cabang Gresik dari tahun ke tahun semakin meningkat dengan persentase yang cukup tinggi. Beban kerja yang berlebih tersebut tidak diimbangi dengan penambahan pegawai bahkan semakin menurun karena masuk usia pensiun. Beban kerja yang berlebih tersebut diduga ada stres dan *bullying* yang akan mempengaruhi kinerja.

Tujuan penelitian ini untuk melihat pengaruh stres dan *bullying* terhadap kinerja. Stres yang diteliti adalah stres positif (*eustress*), karena target yang ditetapkan terpenuhi walaupun ada peningkatan yang cukup tinggi dari tahun ke tahun. Penelitian ini digolongkan penelitian *explanatory research*. Lokasi penelitian Pelindo III Cabang Gresik Jawa Timur. Populasi dalam penelitian ini adalah seluruh karyawan tetap Pelindo III Cabang Gresik Unit Usaha yang berjumlah 21 pegawai, sehingga total jumlah sampel yang diambil sebanyak 21 pegawai. Analisis statistik yang digunakan untuk menguji hipotesa adalah Regresi Linier Berganda.

Hasil penelitian menunjukkan bahwa stres positif (*eustress*) dengan pengukuran melalui : 1) Aktivitas baik dan perilaku (*Wellness activities & Behavior*), 2) Menghadapi hal secara positif (*Positive Coping*), yang meliputi : menjadi pendukung (*getting support*), beristirahat (*time outs*), langkah yang diambil (*taking action*). 3) Statemen aktivitas diri (*Self Renewal Activities*) yang meliputi maksud/arti tujuan hidup (*meaning & life purpose*), hubungan dengan yang lain (*connecting with other*), Ekspresi diri (*self-expression*) Dari hasil penelitian menunjukkan bahwa stres positif (*eustress*) pegawai Pelabuhan III Cabang Gresik terdapat pada kategori *balance* diindikasikan bagus dan seimbang dalam mengatur hidup dan kategori *thrive* yang diindikasikan suatu area capaian yang tinggi, kreativitas, dan efektivitas bahkan ketika di bawah tekanan.

*Bullying* yang ada di Pelabuhan III Cabang Gresik dari responden yang menyatakan tidak ada *bullying* dan terjadi *bullying* sesekali dengan persentase antara 4,8 – 23,8 % dan *bullying* secara terus menerus dengan persentase 4,8 – 9,5 %. Hal tersebut sesuai dengan pernyataan responden sebagai saksi terjadinya *bullying* yang menyatakan bahwa tidak terjadi *bullying* dan terjadi *bullying* jarang.

Hasil uji statistik validitas menunjukkan bahwa variabel stres positif (*eustress*) dari 80 pertanyaan, r korelasi kurang dari 0,3 ada 33 item, sedangkan yang lebih dari 0,3 ada 47 item. Dari hasil ini dapat dipastikan bahwa yang dapat digunakan untuk pengujian regresi pada variabel stres positif (*eustress*) ada 47 item.

Hasil uji statistik validitas menunjukkan bahwa variabel *bullying* dari 22 item yang diuji, r korelasi kurang dari 0,3 ada 7 item, sedangkan yang lebih dari 0,3 ada 15

item. Dari hasil ini dapat dipastikan bahwa yang dapat digunakan untuk pengujian regresi pada variabel *bullying* ada 15 item.

Reliabilitas alat ukur didapatkan bahwa stres positif (*eustress*) mempunyai nilai Alpha : 0,9020 dan *bullying* 0,9273. yang menyatakan bahwa variabel stres dan *bullying* reliabel karena mempunyai nilai Alpha lebih dari 0,6.

Uji Regresi linier berganda didapatkan persamaan Regresi

$$Y = 85,306 + 0,081X_1 - 0,312 X_2$$

Koefisien determinasi berganda ( $R^2$ ) atau R squared = 0,431, berarti secara bersama-sama 43,1 % perubahan variabel kinerja disebabkan oleh variabel faktor-faktor stres kerja dan *bullying*.

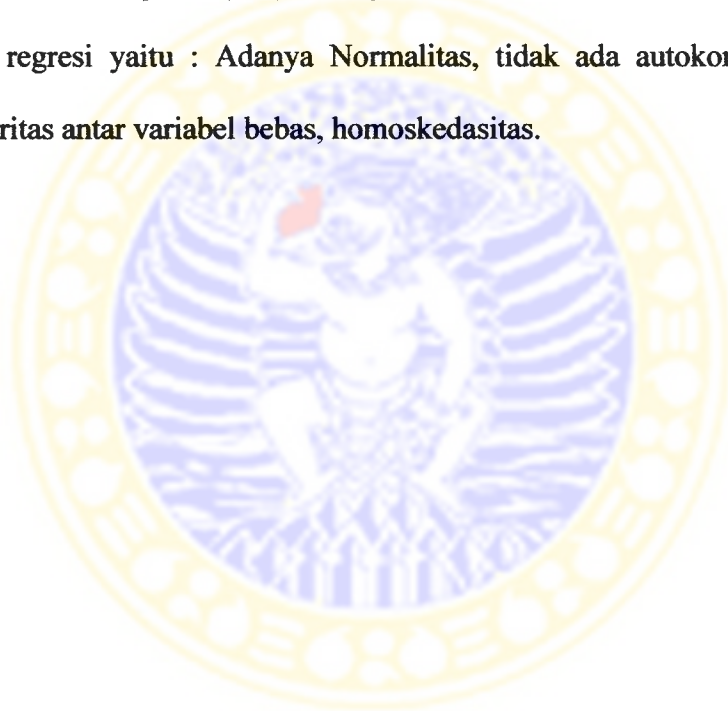
Koefisien korelasi berganda ( $R$ ) = 0,643 menunjukkan adanya hubungan secara bersama-sama antara variabel stres kerja dan *bullying* terhadap kinerja karyawan sebagai variabel tergantung, dari nilai R maka dapat dikatakan stres dan *bullying* berkorelasi kuat dengan kinerja.

Uji Hipotesis menunjukkan nilai F dengan tingkat signifikansi 0,008. Nilai signifikansi ini lebih kecil dari 0,05 sehingga ada pengaruh stres positif (*eustress*) dan *bullying* secara bersama-sama mempunyai pengaruh yang signifikan terhadap kinerja karyawan di Pelindo III Cab.Gresik.Dari hasil tersebut maka hipotesis penelitian terbukti kebenarannya.

Uji t, variabel stres positif (*eustress*) ( $X_1$ ) dengan tingkat signifikansi 0,032. Oleh karena tingkat signifikansi lebih kecil dari 0,05 maka ada pengaruh variabel stres positif (*eustress*) terhadap kinerja karyawan.

Uji t, variabel *bullying* ( $X_2$ ) dengan tingkat signifikansi 0,026. Oleh karena tingkat signifikansi lebih kecil dari 0,05 maka ada pengaruh variabel *bullying* terhadap kinerja karyawan.

Persamaan Regresi yang didapat bersifat BLUE, karena dipenuhinya persyaratan regresi yaitu : Adanya Normalitas, tidak ada autokorelasi, tidak ada multikolinieritas antar variabel bebas, homoskedasitas.



## Summary

### **The Effect Stress, Bullying Toward the Performance of the employees of Pelindo III Gresik Branch**

This Research is conducted based on the fact that in Pelindo III Gresik Branch there was a job increase such as coal clearance which used to be done by the employees of Pelindo III Tanjung Perak Surabaya. The targeted income which was determined by Pelindo III Gresik Branch is grater every year with quite high procentage . The excessive working load is not compensated with the increase of the employees on the contrary it is even declining because of the retirement age. The excessive working load is expected to cause stress and bullying which will influence the performance..

This objective of this research is to see the effect of stress and bullying toward the performance. The type of stress being researched is a positive stress ( eustress), because the determined target has been acomplished despite the rather high increase every year. This is an explanatory research. The location of this research is Pelindo III Gresik Branch East Java. The population of this research are the all employees remain to Pelindo III Gresik Branch. The Gresik of effort unit amounting to 21 officer, so that totalize the amount sample taken as much 21 officer.

The result this research reveals the positive stress (eustress) wich is measured by using: 1) Wellness Activities & Behavior 2) Positive Coping, which consists of getting support, time outs, taking action.3) Self Renewal Activities which consists of : The meaning & life purpose , connecting with other, self-expression. The result of this research reveals that the positive stress ( *eustress* ) of the employees of Pelindo III Gresik Branch is in the balance category which is indicated by managing life well and the thrive category which indicated by a high achievement area, creativity, and effectiveness even under pressures.

The respondents in Pelindo III Gresik Branch stating that there was no bullying and bullying occurred. occasionally is 4.8 - 23.8 % and those saying that bullying

happens regularly 4.8 - 9.5 %. It is in accordance with the statement of the respondents as the witness of bullying who stated that there was no bullying and it rarely occurred.

The result of statistical validity test reveals that from 80 questions, there are 33 items which have r correlation less than 0.3, while there are 47 items which have r correlation more than 0.3. This result confirms that there are 47 items of stress variables which can be used in regression testing.

The result of the statistical validity test reveals that from 22 items of the bullying variables which are being tested, there are 7 items which have r correlation less than 0.3, while there are 15 items which have r correlation more than 0.3. This result confirms that there are 15 items of bullying variables which can be used in regression testing.

The reliability of the measurement instrument reveals that the alpha score for stress is 0.9020 and for bullying is 0.9273. These scores show that the stress variables and bullying are reliable because their alpha scores are higher than 0.6. The regression equation of Double Linier Regression Testing is :

$$Y = 85,306 + 0,081X_1 - 0,312 X_2$$

The coefficient of double determination ( $R^2$ ) or R squared = 0.431, reveals that there is a simultaneous relation between working stress and bullying variables toward the performance of the employees as a dependent variable, the score of R shows that stress and bullying have a strong correlation with performance.

The Doubled correlation coefficient ( $R$ ) = 0,643 showing the existence of relation/link by together between variable stress work (eustress) and bullying to employees performance as variable depended, from value R hence can be told by stress and bullying have strong correlation with performance.

The Hypothesis reveals the score of F with the significance level 0,008. The significance score of F is lower than 0.05 therefore there is a simultaneous significant influence of positive working stress (eustress) and bullying toward the performance of employees in Pelindo III Gresik Branch. This result reveals that the fidelity of the research hypothesis is proved.

In t test , positive stress variable ( eustress) ( X1) with the significance 0,032. Since the significance level of t test is lower than 0,05 therefore positive stress variable has an effect toward the performance of employees.

In t test, bullying variable ( X2) with significance level of t test is lower than 0,05 therefore bullying variable has an effect toward the performance of employees.

Regression equation has a BLUE characteristic, because it fulfils the regression requirements namely: Normality, no autokorelation, no multikolinierity between independent variables, homoskedacity



## **ABSTRACT**

### **The Effect of Stress, Bullying Toward the Performance of Employees of Pelindo III Gresik Branch**

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The objective this research is to identify the effect of Stress and Bullying toward the Performance of Pelindo III Gresik Branch.

This research is conducted in Pelindo III Gresik Branch with the population of effort unit 21 officer. The samples are twenty one (21) employees from all the departments because there was an excessive working load in those departments such as coal clearance which used to be done by Pelindo III Tanjung Perak Surabaya. The excessive working load is expected to cause stress and bullying. The type of stress being researched is a positive stress, because the determined target has been accomplished despite the rather high increase in percentage every year.

For stress the instrument used in this research is "A SELF ASSESSMENT TOOLS - Health Promotion Program The Work Life Alameda ( 510) 437 - 2736 on Wellness Activities & Behavior, Positive Coping, Self Renewal Activities. While for bullying the instrument used is NAQ-R 22 item ( Einarsen & Hoel 2001). The data analysis method uses Double Regression Statistics using SPSS 10.01 version .

The result of this research reveals the stress variable stress (eustress) and bullying affect the performance of the employees of pelindo III Gresik Branch.

Stress in the employees of Pelindo III Gresik Branch is in the balance and thriving condition. Balance is indicated by managing life well, while thriving is indicated a high achievement area, creativity and effectiveness, even under pressure. The data collected from the respondents stated that the respondents who did not experience bullying or experienced it occasionally are 4.8 - 23.8 %, while those who regularly experienced bullying are 4.8 - 9.5 %. The questionnaire result is supported by the respondents testimony stating that they did not experience bullying and did experience bullying rarely.

**Keywords: Pelindo III Gresik Brach, Positive Stres (Eustress), Bullying, Performance.**