

ABSTRACT

An Effect of Individual Stressor, Personality on occupational stress And Performance among Banking Employees in Mataram Nusa Tenggara Barat

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The objective of the recent research was to analyze a direct effect of individual stressor on stress, the direct effect of stress on performance, an indirect effect of individual stressor on performance, as well as the effect of personality as the intervening variable strengthening the effect individual stressor on stress.

The data were collected through questionnaire and then tested using path analysis for hypothesis 1,2 and 3 in addition, hypothesis 4 was tested using multiple regression method.

The results of the research indicated that hypothesis 1 was accepted with critical ratio of $9.525 \geq 2$ suggesting that the individual stressor was significantly correlated with the stress. The results of hypothesis 2 testing showed critical ratio of $3.444 \geq 2$, meaning that stress significantly brought about direct effect on testing showed that the indirect effect was larger than the direct effect ($0,248 > 0,208$), suggesting that the individual stressor significantly resulted in an indirect impact on performance or the hypothesis 3 was also accepted. Additionally the result of hypothesis 4 testing using a multiple regression method showed that the individual stressor was significantly associate with the stress in which personality acted as intervening variable stressor on stress without intervening variable of 0,175 less than the effect of individual stressor without intervening variable 1.193). This meant that personality as the intervening variable reduced the effect of individual stressor on stress. In other words, the hypothesis 4 was rejected.

Key words : : Individual stressor, personality, stress, performance