The analysis of the Influence of Environmental Factors, Organizations and Individuals Against Stress Employees Working In The Department of Industry and Trade of West Sumbawa District

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Abstract
Every Institution of Government, the better it Organizations and Institutions urgently need and understand the importance of Human Resources to be developed, in an attempt to achieve a competitive advantage, which is an important asset for the organization in the process of planning strategic. Anatan and Ellitan (2007:16). This study uses a quantitative approach. The type of research conducted included the study of the cause-and-effect (causality). The purpose of the research is to analyze the factors that significantly influence work stress like environmental factors, organizational factors, and individual factors on the employees of Industry and trade of West Sumbawa District . Methods of data collection in this study using Census Method. Furthermore, the data were analyzed using multiple linear regression analysis. The results of the research that environmental factors, organizational factors and individual factors partially and simultaneously have a significant effect on work stress of employees of the Department of Industry and trade of West Sumbawa District , is evident from the results of the t test each independent variable is large dinandingkan from the t table, and the value of F calculated is greater than F table. Individual factors, is the dominant variable affecting the job stress of employees in the Department of trade and Industry of West Sumbawa District , is known based on the results of the t value which is the largest when compared with the results of other variables.

Keyword: *Environmental Factors, Organization Factors, Individual Factors, and Work Strides.*

I.   INTRODUCTION

Every Institution of Government, Organizations and Institutions urgently need and understand important Human Resources (HR) to be developed in an effort to achieve a competitive advantage, is an important asset for the organization in the process of planning the organization's strategic. Anatan and Ellitan (2007:16) Human Resource Management (HRM) consists of several groups of activities which are very complex interconnected, with the things in which planning, human resources, equality in employment, HUMAN resource development, health benefits and safety as well as security of employment, the relationship between superiors and subordinates, including that related with job stress among employees (employees) at an institution or Institutions are often perceived by the employees. The problems often faced with a condition of strain that can affect emotions, which is not insurmountable by way of human thinking ability that can impact on the mental health condition of a person. Stress conditions experienced by a person can threaten a person's ability to interact with the work environment, and environmental social surrounding. Moreover, it can affect the organization where the person who was in it, so that the stress can be said to not be neglected and need special attention to be overcome. Each person must have experienced stress, affect individuals, communities and organizations. Stress for the individual is any influence that interfere with mental health, and physical person. Heller and Hindle in (Wibowo, 2008:52).Causes of stress in the workplace can be divided into four categories, namely physical environment, individuals, groups and organizations.

Mostly in the underlying impact of a process in a development impact of stress on employees. Mangkunegara (2008:138). Work stress is evident from the symptoms, among others, the emotions are not stable, not feeling happy, likes to be alone from the environment, silence , sleeplessness, excessive smoking,

can not relax, the feeling of nervousness, increased blood pressure and impaired digestion. Factors precipitating stress work less or no support from the management, namely the lack of appreciation and profit, limited participation in decision-making, the amount of work overload and increased, as well as the lack of concern from the leaders in guiding how to cope with stress.Department of Perindustian trade and of West Sumbawa District is a District in east Nusa Tenggara barat Indonesia as one of the activities of the service of the public for the community, which will serve the communities related to the licensing of, and services promotional products industry small and medium enterprises (SMES) at the District level, are required to have adequate human resources, although the average employee has been taking undergraduate Education. However, resources that have the knowledge and special skills required by the agency is still lacking. In addition, the discipline and work ethic of the employees is also still low. The achievement of the objectives will be accomplished if the human resources showed good performance. As for the variables to be analyzed, which includes environmental factors, organizational factors, and individual factors.

II.   RESEARCH METHODS

Type Of Research

This type of research includes the study of cause-and-effect (causal). to determine the effect of a variable on other variables. With this research will be able to build a theory that can serve to explain, predict and control the symptoms (Sugiyono, 2007).

Identification Of Variables

The variables in this study can be identified as follows:

1) Environmental Factors (X1).

2) Organizational Factors (X2).

3) Individual Factors (X3).

4) Job Stress (Y).

Data Analysis Techniques

Measurement of Variables Using a Likert Scale, for the Measurement of a variable by using the scoring technique.

Multiple Linear Regression Analysis

Analysis of linear regression is an analysis tool of forecasting the value of the influence of two independent variables or more of the dependent variable, the causal relationship between two variables or more. Multiple linear regression equation is formulated as follows: $Y = b0 + b1X1 + b2X2 + ... + biXi + ei$

III.   RESULTS AND DISCUSSION

The Results Of The Multiple Linear Regression Analysis

Methods to determine the effect of variable environmental factors, organizational factors, and Individual factors on the variable of work stress on employees of the Department of Industry and trade of the West Sumbawa District .

Table 3.1. Table Of Results Of Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	3.237	.353		8.623	.000
	Environment	.156	.055	.277	2.684	.008
1	Organization	.127	.051	.242	2.259	.014
	Individual	.172	.046	.436	3.501	.001

Based on the results of multiple linear regression analysis can be drawn up the following equation: Y = 3,237 + 0,156X$_1$ + 0,127X$_2$ + 0,172X$_3$

1) Then from the results of the calculations are as follows:

2) a. The value of the constants in the equation of 3,237. This means that if environmental factors, organizational factors, and individual factors are considered constant, then the value of the work stress of employees of the Department of industry and trade of West Sumbawa District is $ 3,237.

3) b. The influence of environmental factors (X1) to job stress (Y) obtained a value for regression coefficient of 0.156. It means that for each increase of environmental factors as much as 1 score will then increase the work stress of employees of the Department of Industry and trade of West sumbawa District of of 0.156 assuming the variables of organizational factors and individual factors fixed.

4) c. The influence of organizational factors (X2) on employee stress (Y), based on the calculation of program of SPSS regression coefficient values obtained of 0.127. It means that for each increase in the factors of the organization as much as 1 score will increase work stress of employees of the Department of Industry and trade of West sumbawa District of 0.127 assuming variable environmental factors and individual factors fixed.

5) d. The influence of individual factors (X3) on the work stress of employees (Y) obtained a regression coefficient of 0,172. It means that for each increase in the individual factors of as much as 1 score, will increase the stress of the working employees of the Department of Industry and trade of the West sumbawa District of 0,172 with the assumption of variable environmental factors and organizational factors fixed.

Test Results F

To test whether there is a role of the independent variable (independent) simultaneously on the dependent variable (dependent) can be determined by using the f test. The following will be presented the results of the calculation of the F test :

Table 3.2. The Results Of The Calculation Of The F Test

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	.532	3	.177	7.560	.000[b]
Residual	1.220	52	.023		
Total	1.752	55			

From the Table, the F count equal to 7.560 with a significant level of 0,000, while if compared with the F table is determined according to the table with a significant level of 5 percent and df1 = (k-1) = 3 and df2 = (n-k) = 52 then the obtained value of F table of 2,770 because the value of Fcount > Ftable (7.560>2,770) then H0 is rejected and Ha accepted. It means that environmental factors, organizational factors, and individual factors simultaneously have a significant influence on the work stress of employees in the Department of Department of industry and trade of West Sumbawa District .

Test Results t

The results of the t test is used to see the significance of the influence of each variable between environmental factors, organizational factors, and individual factors partially have a significant influence on the work stress of employees of the Department of Industry and trade of West Sumbawa District .Following the results of the calculation of t count as well as the level of significance of each of the indicators of the independent variable on the dependent variable.

Table 3.3. The results of the Calculation of the t Test and the Significance Value

Variabel	t hitung	Signifikansi	Keterangan
Environmental Factors (X1)	2,772	0,007	Signifikan
Organizational Factors (X2)	2,283	0,025	Signifikan
Individual Factors (X3)	3,615	0,003	Signifikan

The meaning of the results of the analysis of each environmental factors, organizational factors, and individual factors on work stress of employees of Industry and trade of West Sumbawa District .

a) the Level of significance of environmental factors (X1) on employee stress (Y) obtained the results of the calculation data with the SPSS that t count equal to 2,772 with a significant value of 0.007. If the value of t count is compared with the value of t table (2,104), then the value of t count is greater than t

table which means that H0 is rejected and Ha accepted. It can also be seen from the comparison between the significant value achieved of 0.007 which means the error rate is smaller than 5 percent. It means that environmental factors have a significant influence on the work stress of employees of the Department of Industry and trade of West Sumbawa District . This result is stated Hypothesis 1 the first part that states there is significant influence between environmental factors of job stress can be accepted.

b) For t organizational factors (X2) be aware of 2,283 with a significant value of 0.025. If the value of t count is compared with the value of t table value (2,104), then the value of t count is greater than t table which means that H0 is rejected and Ha accepted. It can also be seen from the comparison between the significant value achieved of 0.025 (smaller than the error rate of 5 percent). This means that organizational factors significantly influence the work stress of employees of the Department of Industry and Trade of West Sumbawa District . In other words, the Hypothesis 1 the second part proposed in the study can be accepted.

c) Based on the results of multiple linear regression analysis to know the significance of individual factors (X3) on the work stress of employees (Y) obtained t count amounted to much as 3,615 with a significant value of 0.003. If the value of t count is compared with the value of t table (2,104), then the value of t count is greater than t table which means that H0 is rejected and Ha accepted. This means that individual factors have a significant influence on the work stress of employees of the Department of Industry and

Trade in the West Sumbawa District.Thus Hypothesis 1 the third part asked in this study can be accepted.Conclusion from the results of multiple regression that the dominant variable influence on job stress of employees of the Department of Industry and trade of West Sumbawa District is individual factors (X3), it is based on the value of t count of which the largest are the variables amounted to much as 3,615. Thus Hypothesis 2 proposed in the study that states the individual factors is the dominant influence of job stress, can be accepted.

6) The Coefficient Of Determination (R2)

The coefficient of determination (R2) to measure how far the ability of the model in explaining the variation of independent variables, the results of the calculation of program of SPSS obtained the following results:

Table 3.4. The Coefficient Of Determination (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.742ᵃ	.564	.6237	.15319	1.977

Based on the above table, the obtained coefficient of determination the linear regression (R2) of 0,627 or by 62,70 percent. This means that the contribution of each variable environmental factors, organizational factors, and individual factors on work stress of employees of Industry and Trade of West Sumbawa District is by 62,70 percent. The rest of 37,30 percent, caused by other factors beyond the reach of the research.

7) Interpretation Of The Results Of Research

Based on the results of research conducted, it is found that the variable environmental factors, organizational factors and individual factors simultaneously and partially have a significant influence on the work stress of employees of the Department of Industry and trade of West Sumbawa District this is supported by the Results of the analysis of the coefficient of multiple determination obtained R2 of 0,627 or by 62,70 percent. It means that environmental factors, organizational factors and individual factors of 62,70 percent contribute or give donations in the form of job stress of employees. The rest of 37,30 percent caused by other factors that can affect job stress, such as variable motivation, leadership style, emotional exhaution, burnout, work ethics and culture of the organization.Based on the results of the test of significance of regression, the influence of simultaneous indicate a significant effect of independent variables, namely environmental factors, organizational factors and individual factors have a significant influence on the work stress of employees of the Department of Industry and Trade of West Sumbawa District , which is indicated by the value of F count is greater than the value of F table.

Partially each independent variable environmental factors, organizational factors, and individual factors have a significant effect on work stress of employees of the Department of Industry and trade of West Sumbawa District . Based on the data analysis, the results showed that, there is a positive relationship or the

direction, show that if there is a change, either an increase or decrease in the independent variable, then it will lead to a change in the direction of/is directly proportional to the dependent variable in this case is employee stress. Evidenced by the results of the t test where the obtained value of t count is greater than t table value that states reject H0 and accept Ha. Thus, the first hypothesis proposed in this study can be accepted.For the dominant variable affecting the job stress of employees of the Department of Industry and trade of West Sumbawa District is a factor of the individual. Shown by the results of the t test, where the obtained t count value which most large if compared with t other variables, so reject H0 and accept Ha, thus the hypothesis proposed in this study can be accepted. It means that any implementation of the individual factors that exist in Industry and trade of the West Sumbawa District intensively can increase employee stress. The results of this study reinforce the theory proposed by Robbins (2008) which states that the stress of work is influenced by environmental factors, organizational factors and individual factors.

IV.   CONCLUSION AND SUGGESTIONS
Conclusion
1.   Variable environmental factors, organizational factors and individual factors is partially significant effect on employee stress of Industry and trade of West Sumbawa District , is evident from the results of the t test of each independent variable where the value of t count of factors of the environment of 2,772 organizational factors of 2,283 and individual factors amounted to much as 3,615. All values of t count is greater than t table (2,104) and also the value of significance is less than 5 percent (0,007; 0,025; 0,003). Simultaneously the three independent variables (environmental factors, organizational factors and individual factors) significant effect on work stress seen from the value of F count equal to 7,560, this value is greater than F table (2,770) and also the significance value of 0.000 which is less than 5 percent.

2.   Variable individual factors is the dominant variable affecting the job stress of employees of the Department of Industry and Trade of West Sumbawa District , is known based on the value of t count the largest (much as 3,615) when compared with variable environmental factors (2,772) and organizational factors (2,283).

Suggestions
1.   Based on this condition, then the Department of Trade and Industry Kabupaten Sumbawa Barat need to evaluate policies that previously could potentially cause the emergence of stress for employees. It requires the efforts of a real sustainable to reduce the stress of employees in the workplace are sourced from the individual, for example by organizing activities meditation for deep breathing exercises for employees, activities imtaq routinely performed to increase the faith of the employee, do sports activities every week, organized recreational activities and refreshing, as well as family gathering, and a leisurely walk to the employees, to avoid the habit of regular boring during work activities routinely carried out.

2.   This study sought to determine the influence of factors of the working environment, organizational factors, and individual factors on work stress. Expected for the next researcher who will not similar research, in order to develop this research is mainly related to the addition of variables that are used as variables of motivation, leadership styles, emotional exhaution, burnout, work ethics and culture of the organization. In addition, further research can also use different analysis tools such as SEM (Structur Equation Model) in order to get the results of the findings of the research that is better and more accurate to the future, to improve it.

3.

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