
***The Effect of Job Stress on Employee Performance at the
Departement of Maritime Affairs and Fisheries of North
Sumatera Province***

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Histori Artikel	ABSTRACT
Diterima : 22 November 2024	<i>The success rate of performance will be good if work stress can be overcome because work stress is fundamental because it plays a role in reducing the quality and quantity of work. The purpose of this study was to determine and analyze the effect of work stress on performance. This research was conducted at the Department of Maritime Affairs and Fisheries of North Sumatera Province with a total sample of 130 employees. Data were obtained from work stress scales and performance, using survey methods, which were processed using simple regression analysis methods. This study uses an adaptation scale, where the scale has been used or examined by previous researchers. However there are aitemns that are canceled after an online trial through google form to 100 subjects. Based on the hypothesis obtained that work stress affects performance at the Department of Maritime Affairs and Fisheries of North Sumatera Province this can be seen from the significance value of 0.000 or <0.05.</i>
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INTRODUCTION

Employees are a valuable asset or investment that must be maintained and cared for so that the sustainability of the organization can run well and be long-term oriented and productive. An employee is any resident whose age ranges from 15 to 64 years, or the total number of all residents in a country who produce goods and services if there is a demand for the labor produced, and if they are willing to participate in these activities (Subri, 2003). As employees become valuable assets, it is good for organizations to provide decent wages, get job training and welfare, the right to leave, as well as special rights for female employees.

The organization should provide decent wages, job training and welfare, the right to leave, as well as special rights for female employees. Performance stands for work energy kinetics, in English it is called performance or actual performance, namely what work performance an employee has achieved (Moehariono, 2012). Performance is the result of a process that refers to and is measured over a period of time based on predetermined provisions or agreements (Edison, 2016). Employee performance is very important, because employee performance is a picture of the success of a company, meaning the extent to which a person plays a role in implementing organizational

strategies, both in achieving specific goals related to individuals and or competencies relevant to the organization (Harsuko, 2011).

Regulation of the Minister of Maritime Affairs and Fisheries of the Republic of Indonesia Number 15 of 2021 concerning public services within the ministry of maritime affairs and fisheries aims to carry out actions or a series of public service actions as well as regulating public goods services, public services and administrative services. The Permen's service standards are related to the service delivery process (service point) and components related to internal organizational service management (manufacturing). The commendable public service in 2022 held by PANRB from the ministry cluster, institution cluster, provincial cluster for the Ministry of Maritime Affairs and Fisheries did not get a place in 45 public service innovations. This is the basis and benchmark for how Permenpan RB number 29 of 2022 concerning monitoring and evaluating the performance of public service delivery runs. The regulation was issued to monitor obtaining recommendations for service improvement, obtaining IPP scores, ranking the performance of public service delivery and awarding achievers.

Departement of Maritime Affairs and Fisheries of North Sumatera Province under the auspices of the Level 1 Government of North Sumatera Province which is tasked with serving, nurturing, and making innovative changes along with the times. The main task of the Department of Maritime Affairs and Fisheries of North Sumatera Province is to carry out government affairs in the field of marine and fisheries (coastal and small islands), supervision of marine and fishery resources (capture fisheries, aquaculture, processing and marketing), carrying out deconcentration tasks.

Based on the results of an interview conducted with one of the employees, it was found that the Marine and Fisheries Service of Sumatra Province has made several innovations in its work in its services to the community in the form of a PAD receipt and deposit information system (SIP3), fisherman insurance, increasing fisheries production through the biofloc system and increasing fisheries production through the crab apartment system. From several innovations, it encourages employee performance in order to provide services to the community by increasing productivity and national competitiveness in accordance with the 2018-2023 regional medium-term development plan (RPJMD) of North Sumatera Province in the development strategy according to the main tasks and functions of the Marine and Fisheries Service.

The realization of employee performance of the Department of Maritime Affairs and Fisheries of North Sumatera Province must be based on measurable standards that can also be accounted for according to employee work behavior which consists of, service oriented, accountable, competent, harmonious, loyal, adaptive, and collaborative. If employee performance does not meet one of the elements, there are consequences in achieving employee performance in the form of positive consequences and negative consequences. Positive consequences are intended in the event that employee performance achievements can meet leadership expectations, while negative consequences in the event that employee performance achievements do not meet leadership expectations. In accordance with the statement of Krause (2005), said performance refers to the level of achievement of goals or potential achievements that may be related to important characteristics of an organization or relevant stakeholders. Based on the results of an interview with an employee of the Maritime and Fisheries Service, he said that in the conditions of the Covid-19 pandemic related to employee performance, some complained and were not ready for the work from home work pattern, but on the other hand there were also happy employees and the work went smoothly despite working from home.

Based on the results of an interview with an employee of the Department of Maritime Affairs and Fisheries of North Sumatera Province, he said that employee performance can be assessed by colleagues at the same level, employees below him and other parties related to the employee's performance. The performance appraisal is carried out periodically, namely once a year. An employee can achieve performance goals if he has aspects, quantity of work, quality of work, job knowledge, creativity, cooperation,

dependability, initiative, and personal qualities (Gomes, 2001). Employees must have the amount of work done in a specified unit of time, the quality of work achieved, knowledge of work, ideas and actions, willingness to cooperate with others, can be trusted to complete the job, enthusiasm in doing new work, have a leadership spirit and have integrity.

There are three sources of job stress: environmental, organizational and individual. The first source of stress is the environment, a constantly changing environment results in uncertainty and insecurity. Second, the organization which includes workload, work diversity, work shifts, work environment, work demands, interpersonal relationships with other colleagues and so on. Third is the individual, in the form of family problems, children, household, and also parents (Robbins, 2002).

Based on the results of an interview conducted with one of the employees of work stress conditions during the Covid-19 pandemic, the average employee experiences work stress with different levels. Work stress in the form of the habit of doing work in the office or not used to work from home, long and flexible working hours, increasingly piling up work, the environment, as well as the lack of communication between leaders to subordinates and fellow employees is limited. After the Covid-19 pandemic ended, a new problem arose about performance at the Marine and Fisheries Service. The resource person said that after the Covid-19 pandemic ended or in a new normal situation, it was found that some employees experienced other work stress such as fatigue due to overloaded workloads as well as unfair division of tasks at the Departement of Maritime Affairs and Fisheries of North Sumatera Province.

Stress is defined as an adaptive response linked by individual psychological characteristics or processes, which is a consequence of any external action, situation, or event that places special psychological/physical demands on a person. Job stress is not always negative, but it can be positive. Job stress becomes positive if an employee responds to it by spurring to do more or becoming motivated to get it done. Other positive effects improve brain ability, increase short-term immunity, make us strong, be creative (Kreitner & Kinicki, 2003).

The negative impact of work stress can be in the form of physiological, psychological and behavioral symptoms (Robbins & Judge, 2016), causing dissatisfaction with the process and results of work obtained by employees, which will reduce commitment and work ethic in achieving organizational goals (Ipekc & Irmak, 2009). The causes of stress experienced by employees when getting close supervision, low welfare, greater demands such as targets and deadlines. Research conducted by Rachel, et al (2018) shows that work stress has a negative and significant effect on employee performance, if work stress increases it will reduce the potential performance of employees and if on the contrary work stress decreases it will increase the potential performance of employees. Work stress variables have little effect on employee performance and there are other variables that are not examined that have a major effect on employees at the Manado IT Center management office.

Based on the explanation that has been conveyed above, work stress has an influence on employee performance, where if someone has high stress with their job, it will lead to low performance. Previous studies have discussed the influence or relationship of work stress on employee performance at the Department of Maritime Affairs and Fisheries of North Sumatra Province.

Literature Review

A. Performance

Performance in English is actual performance or level of performance which is the level of success of employees to complete the job. Performance is not a person's character but a tangible manifestation in the form of real work (Priansa, 2014). (Wexley & Yukl, 1984) states that performance is the implementation of the balance theory that employees will optimize performance to get benefits, stimulation, and make sense in their work.

Performance is closely related to the work results of an organization or company. These work results are in the form of quality, quantity and time used in carrying out tasks according to the duties and authority of each employee (Sutrisno, 2016). Performance is the result of work in quality as well as quantity that can be achieved by an employee in carrying out the duties and responsibilities that have been entrusted to him (Mangkunegara, 2000). Performance is the quantity and quality of individual or group work results in the organization in carrying out tasks and functions based on a norm, measure, and standard operating procedures that exist in the organization. Performance is an action displayed by an employee in carrying out his duties as well as his work activities (Darodjat, 2015).

Performance is a description of an achievement and implementation in the form of programs, activities and policies to realize the goals, vision and mission of the organization that have been stated in the organization's work program Mahsun (2006). The vision is the ideals or dreams of the organization that will be achieved in the future, and the mission is a statement of the purpose or reason for the existence of the organization, which can be in the form of products or services (Wibisono, 2006). Performance is the result of a job that can be felt and seen can also be measured. The measurement is through job competency standards and indicators of the achievement of an employee in a particular position or position (Padmowihardjo, 2010).

For employees, performance is a reference for measuring abilities and skills in their work which of course has an impact on the provision of rewards and punishments from the company. The characteristics of an employee who has high performance are having high personal responsibility, daring to take risks, having realistic goals, plans and realization go together, concrete feed back (A. P. Mangkunegara & Prabu, 2002).

The descriptions of the performance is the result of a job or achievement obtained by an employee related to the quality and quantity of his responsibility for the tasks assigned by the organization or company.

Aspects of Performance

There are three aspects of performance according to (A. A. A. P. Mangkunegara, 2005), namely: quantity of work, quality of work, attendance / timeliness.

1. Quantity of Work Results

It is what has been done and produced by someone whose quality can be measured, in the form of employee work that is in accordance with the standards set by the organization, or employee work is minimal from errors.

- Work processes and conditions
- Time spent or length of time doing the job
- Number of errors in carrying out work
- Number and type of services at work

2. Quality of Work Results

It is how much work is produced by an employee in a period of time determined by the organization. It is successful with the organization's work quantity standards, work results that exceed the target.

- Accuracy and quality of work
- The level of ability to work
- Ability to analyze data/information, ability/failure to use machines/equipment
- Ability to evaluate

3. Attendance/Timeliness

It is an awareness as well as trustworthiness in attendance as well as completion of employee work. Attendance means coming on time, and not being absent continuously and without a clear reason.

Factors Affecting Performance

Factors that affect performance according to Gibson (2010), include:

1. Individual Factors. Individual factors include skills as well as physical and mental abilities, social levels, experience, age, origin, gender.

2. Psychological Factors. Psychological factors that affect performance include attitudes, perceptions, motivation.
3. Organizational Factor. Leadership style in the organization, reward or salary, job structure and design.

B. Work Stress

Stress is a dynamic condition where a person is faced with opportunities, constraints or demands. Work stress is always associated with negativity, as it relates to the importance of an outcome (Robbins & Judge, 2016). Work stress is a self-expression or reaction of one's body to changes that require mental, physical, and emotional adjustment or response (Muttie et al, 2012). Stress occurs due to an imbalance between the characteristics of the employee's personality and the aspects of an action that a person takes in carrying out certain tasks (Rivai and Mulyadi, 2013). Job stress is a condition of feeling depressed that is being experienced by an employee in doing his job.

These feelings include unstable emotions, sleeplessness, anxiety, nervousness, increased blood pressure, indigestion and excessive smoking (Mangkunegara, 2005). Stress is an adaptive response by individuals and a psychological process of an event due to demands and how the individual responds (Ivancevich & Matteson, 2013). Work stress is an emotional and physical hazard response that occurs when work demands are inversely proportional to a person's abilities, or simply stress is a problem that affects the physical and emotional and has an impact on the individual (T & Gupta, 2018).

Work stress is a condition or situation that forces a person to deviate from normal functioning due to a change in physical and psychological conditions. According to him, work stress is also born from excessive job demands that exceed abilities so that a person becomes uncomfortable, easily sick, and because the workplace and environment are uncomfortable work stress (Beehr and Newman, 1978).

Aspects of Job Stress

According to Beehr and Newman (1978), there are three aspects of job stress: psychological, physiological and behavioral.

1. Psychological Aspects

Is a condition where a person experiences problems with his body's immunity or ability to fight disease and infection is reduced. Second, problems with the cardiovascular system, for example: high blood pressure and heart disease. Third, there are problems in the musculoskeletal system, namely: back pain and headaches. Fourth, problems with the digestive system, such as constipation or diarrhea. The psychological aspects of work stress in general are boredom, decreased self-confidence, loss of concentration, feelings of frustration, sensitivity and irritability, anxiety and irritability.

2. Physiological Aspects

Physiological changes occur because a person feels fatigue at work, disturbances in sleep patterns, physical fatigue, dizziness, exhaustion and respiratory problems. Physiological aspects in the findings of experts show that work stress affects the body's metabolism and health.

3. Behavioral Aspects

The behavioral aspect is characterized by increased absenteeism, decreased productivity at work, decreased quality of relationships with colleagues and family, excessive action, aggression, delaying work, non-normal eating behavior, gambling, crime and suicidal tendencies.

Factors Affecting Job Stress

There are 3 factors that affect job stress according to Robbins & Judge (2016), namely:

1. Environmental Factors

The environment affects organizational design, structure, also affects the stress level of an employee or employee in the organization. For example, changes in the business cycle create economic uncertainty, resulting in anxiety about security and depression. Political uncertainty, and also new innovations or technology. For employees

who are not used to the use of computers, robotics, automation or other forms of technological innovation will be a threat to many and make it stressful.

2. Organizational Factors

Pressure to complete tasks within a limited time frame, excessive workload, demanding and insensitive superiors, and unpleasant co-workers are organizational factors that cause job stress. Task demands are factors that are inevitably associated with an employee's job, this design includes autonomy, task diversity, working conditions, as well as physical work layout. Role demands relate to the pressure a person is put under as a particular function and role. If an employee does not know his or her role in a job, then the employee will not know what work to do. Interpersonal demands are pressures that come from other employees. Lack of support from coworkers will lead to high job stress. Organizational structure determines the differentiation of both rules and decisions to be taken. Excessive rules and the lack of an employee's share in decision-making are potential sources of stress. Rigid organizational leadership that creates fear and anxiety is also a source of stress.

3. Individual Factors

Family problems, economic problems, and the inherent character of the individual. Examples of family problems are the breakup of a relationship, children's discipline problems become the onset of work stress if they are not left behind after arriving at the workplace. Poor money management, inappropriate use of financial resources and the amount of expenses from the salary earned. A significant individual factor affecting stress is a person's basic disposition, meaning that the symptoms of stress expressed at work actually stem from the person's personality.

4. Impact of Work Stress

Stress can cause mood to become restless, mood swings, unfocused and irritable. Insomnia, and easily disturbed conditions, in the long run can result in heart disease (Saleh et al, 2020). Someone who is experiencing work stress, illness tends to increase in the form of cardiovascular disease (Santrock, 2012). Job stress is very detrimental to companies and organizations, in individuals resulting in decreased work passion, frustration, high anxiety. The consequences of accumulated work stress have an impact outside of work, in the form of lack of concentration, disturbed sleep, reduced appetite (Waluyo, 2009).

Work stress has both positive and negative effects on a worker, if it has a positive effect, it can produce great energy, motivation and enthusiasm. Negative work stress causes the quality of work to deteriorate, decision making tends to be wrong.

The impact of work stress is categorized into 3, namely physiological symptoms, psychological symptoms, and behavioral symptoms. Psychological symptoms create dissatisfaction that results in tension, anxiety, irritability, boredom, and procrastination. If a person is given demands and there is a lack of clarity of duties, authority, and responsibility stress will increase. Physiological symptoms are related to health, stress can make the body's metabolism change, increase heart rate and breathing, increase blood pressure, headaches to heart attacks. Behavioral symptoms are stress related to changes in productivity, absenteeism, and employee exit rates, excessive alcohol consumption and smoking, anxiety, fast talking, and also sleep disorders (Robbins, 2008).

RESEARCH METHOD

In this study, the type of research used is quantitative research. The population of this study were employees who worked at the North Sumatra Provincial Marine and Fisheries Service who could be reached by researchers. The population and research sample totaled 130 people consisting of 87 men and 43 women. The sampling technique used is total sampling, namely the entire number of research samples that allow researchers to take subjects easily. The data collection technique in this study is by sharing a link so that the subject fills out the form honestly using google form. The link

was distributed to employees at the North Sumatera Province Marine and Fisheries Service.

This research instrument uses a Likert scale using a modified scale for performance and work stress variables, while the questions for performance total 12 items, and work stress totals 8 items. The performance scale before being modified amounted to 18 items and the work stress scale before being modified amounted to 18 items. The performance and work stress scales were then tested for validity and reliability using SPSS version 24 for windows software. Then the final result for the performance and work stress statements amounted to 20 items.

Data analysis conducted in this study using simple linear regression, namely the relationship between one independent variable (x) with one dependent variable (y). The simple linear regression formula is as follows: $Y = a + bX$. Before testing the hypothesis, a data analysis process will be carried out which is called the regression assumption test. This regression assumption test consists of normality test, heteroscedasticity test and multicollinearity test.

RESULT AND DISCUSSION

This study involves two variables, namely performance and job stress in employees of the Department of Maritime Affairs and Fisheries of North Sumatera Province with a total sample of 130 people. The classification consists of 87 men and 43 women. The age classification starts from the early adult age range, namely 18-40 years, totaling 76 people, while the next age range is middle age, namely 41-60 years, totaling 54 people. The classification of the tenure of this study starts from 1-2 years of service as many as 5 people, 3-10 years of service as many as 43 people and >10 years of service as many as 82 people.

The classification of subjects based on their education is that the subjects with the most education come from undergraduate education (S-1) as many as 59 people, Senior High School (SLTA) as many as 35 people, Postgraduate (S-2) as many as 20 people, Junior Bachelor (SM) / D-3 as many as 8 people, Junior High School (SLTP) as many as 6 people. Sebjek research with the least educational qualifications came from elementary school (SD) as many as 2 people. Classification based on class / space can be seen that the largest group / space comes from group III as many as 76 people, group II as many as 35 people, group IV as many as 17 people, while the fewest subjects in group I are 2 people. Classification based on section / field / UPT can be seen that the Secretariat section is the most subjects as many as 28 people, the Brackish and Marine Fish Cultivation UPT as many as 24 people, the Division of Marine Resources and Fisheries Supervision as many as 15 people, the Fisheries Product Quality Implementation UPT as many as 14 people. UPT PPP PP Tanjung Balai-Kerasan, the Division of Aquaculture, Processing and Marketing of Fishery Products and the Capture Fisheries Division have the same number of 11 people, the Marine Fisheries Coastal and Small Islands Division has 9 people, UPT PPP Tello Island has 6 people, while the subject with the smallest part is the Head of Service 1 person. Categorization in this study will be shown in the following table.

Table 1. Empirical Data and Hypothesis Data Research Variables

Variable	Empirical Data				Hypothetical Data			
	Min	Maks	Mean	SD	Min	Maks	Mean	SD
Job Stress	27,54	36,13	31,83	4,29	8	40	24	5,3
Performance	43,76	54,20	48,98	5,21	12	60	42	8

Empirical data and hypothetical data, obtained mean performance values with empirical data values higher than hypothetical data (48.98 versus 42). In the work stress

variable, the mean value of empirical data is higher than the mean of hypothetical data (31.83 versus 24).

Table 2. Performance Variable Categorization

FORMULA	CATEGORIZATION	JUMLAH	PERCENTAGE (%)
$X \leq 43$	Low	20	15,4
$43 < X \leq 54$	Medium	93	71,6
$54 < X$	High	17	13
TOTAL		130	100

The following table can be concluded that performance in organizations is classified as moderate performance, namely 93 people with a percentage of 71.6%. While the subjects with low performance were 20 people with a percentage of 15.4%.

Table 3. Categorization of Work Stress Variables

FORMULA	CATEGORIZATION	JUMLAH	PERCENTAGE (%)
$X \leq 27$	Low	15	11,5
$27 < X \leq 36$	Medium	96	73,9
$36 < X$	High	19	14,6
TOTAL		130	100

The following table can be concluded that work stress in organizations is classified as moderate work stress, namely 96 people with a percentage of 73.9%. While the subjects with low work stress were 15 people with a percentage of 11.5%.

Table 4. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		130
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.75582383
	Most Extreme Differences	Absolute
	Positive	.038
	Negative	-.040
Test Statistic		.040
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Based on the table above, that the significance value obtained is 0.200, meaning that the significance value obtained in the three variables is normally distributed with the condition that the P value > 0.05.

Table 5. Hypothesis Test = Job Stress on Employee Performance

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1078.504	1	1078.504	56.683	.000 ^b
	Residual	2435.465	128	19.027		
	Total	3513.969	129			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), STRES KERJA

The table above that work stress affects performance, seen from the significance value of 0.000 or <0.05. So it can be concluded that Ho is rejected and Ha is accepted. The calculated F value is 56.683 with a significance level <0.05, so the regression model predicts the work stress variable (X) on performance (Y).

Discussion

Employee performance variables are measured using three aspects, namely quantity, quality and timeliness. The purpose of this study is whether there is an effect of work stress on performance. In this study conducted at the Department of Maritime Affairs and Fisheries of North Sumatera Province as many as 130 people, it was found that work stress had a significant effect on employee performance. The results of the analysis of the data that has been tested show that there is an effect of work stress on employee performance (hypothesis 1 is accepted). The R-Square value is 0.307, which means that the contribution of work stress to performance is 30.7%.

The results of this study are in accordance with the results of research (Mahaputra & Ardana, 2020), (Daniel, 2020), (Rachel N. Massie et al., 2018), that work stress has a significant effect on employee performance. The higher the job stress, the higher the performance at the North Sumatera Province Maritime and Fisheries Service. The positive relationship between job stress and performance depends on how much stress is experienced by employees, if the stress is not there then the challenge is also absent so that performance decreases. If job stress increases then the stress helps employees to perform well by achieving their duties and responsibilities well.

When viewed on job stress categorization data, it was found that 96 people or 73.9% were in a state of moderate stress. This means that employees who experience stress can still be controlled by each employee so that performance is also in moderate categorization as many as 93 people or 71.6%. Employees at the Department of Maritime Affairs and Fisheries of North Sumatera Province Service have been able to manage work stress well psychologically, physiologically and behaviorally, so that if charged with more work it will not affect performance both in quantity, quality and employee attendance at work. Positive stress or eustress is an emotional response that has a good impact, which makes a person perform well, resilience, as well as resistance to life pressures. Length of service is also an element of how employees can cope with stress. A total of 82 people or 63% of employees with 10 years of work experience.

In the cross tab results, it is found that male gender tends to experience more work stress with a total of 87 people. At low work stress as many as 15 people (17.2%), moderate work stress as many as 72 people (82.8%). Work stress in the female gender is 43 people, low work stress is moderate as many as 24 people (55.8%), high work stress is 19 people (44.2%). The level of job stress at age found that ages 18-40 years tend to experience higher job stress, as many as 75 people. Low work stress as many as 15

people (20%), moderate work stress as many as 60 people (80%). At the age of 41-60 years, low work stress was 36 people (65.5%), and high work stress was 19 people (34.5%).

The level of work stress during the working period found that the working period > 10 years tends to experience higher work stress as many as 82 people with details, low work stress as many as 10 people (12.2%), moderate work stress 72 people (87.8). Furthermore, a working period of 3-10 years is 43 people with details, moderate work stress as many as 24 people (55.8%), and high work stress as many as 19 people (44.2%). The work period of 1-2 years is at the lowest work stress, as many as 5 people. Work stress based on education is highest at the S1 level as many as 59 people with moderate work stress as many as 59 people. Furthermore, at the high school level as many as 35 people with details, low work stress as many as 7 people (20%), moderate work stress as many as 28 people (80%). Postgraduate level (S2) as many as 20 people with details, moderate job stress as many as 1 person (5%), and high job stress as many as 19 people (95%). At the Diploma level as many as 8 people, are at moderate work stress, junior high school level as many as 6 people are at low work stress. Work stress based on the smallest education is at the elementary level as many as 2 people, which is at low work stress.

The description of the subject based on the gender of employees of the Department of Maritime Affairs and Fisheries of North Sumatra Province is mostly male with a percentage of 66.9%, namely 87 people. Research conducted (Lestari, 2018) states that gender differences have no significant effect on performance. Gender differences in terms of performance are not a source of problems for someone in performing well or in completing their work.

The description of the subject based on the most age group in the Department of Maritime Affairs and Fisheries of North Sumatra Province is the age of 18-40 years as many as 76 people or 58.4%. Based on the performance category, it shows that employee performance is in the medium category as many as 93 people or 71.6%. Research conducted by Alqorrib (2022) states that the influence of age under 30 years has a level of performance that is still very productive at work, but over 30 years has begun to decline.

CONCLUSSION

Based on the results of data analysis and discussion, this study concludes that there is an influence between job stress and employee performance. The higher the employee's work stress, the performance will remain relatively stable and high. Based on the categorization of research that work stress and employee performance are included in the medium categorization or can be said to be neither high nor low.

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