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# The Impact of Job Discipline and Job Stress on Employee Performance (a case study on CV Sari Sofa Lumajang)

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### Abstract

*The aim of this study was to determine the effect of job discipline and job stress on employees performance in CV Sari Sofa Lumajang. The populations of this research are all employees in CV Sari Sofa Lumajang, amounting to 67 people. The data analysis in this research is multiple regression analysis. The result of this study shows that job discipline has a positive and significance influence toward employees performance, job stress has a negative influence toward employees performance through the job satisfaction of the employees in CV Sari Sofa Lumajang.*

**Keywords:** *Work Family Conflict ; Job Satisfaction ; Employee Performance*

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### 1. Introduction

Human resources are valuable assets for every organization. This is related to the role of human resources in creating high productivity of an organization or company. Human resources are a key factor in moving the company. CV Sari Lumajang Sofa is a company engaged in the production of Sofa and Spring Bed. In providing the best products, CV Sari Sofa Lumajang needs to know the various weaknesses and strengths of employees as a basis for maintaining organizational commitment and improving performance in the face of changes in the work environment. According to Sastrohadiwiryo (2005: 291) work discipline can be defined as an attitude of respect, respect, obedience, and obedience to the regulations that apply both written and unwritten and are able to carry it out and do not avoid receiving sanctions if they violate their duties and authority granted to him. Job stress is a condition of tension that affects emotions, the way of thinking and one's physical condition (Siagian, 2010: 300). CV Sari Sofa Lumajang employees in carrying out their work, especially when employees get a task that is heavier than usual and when employees have to work overtime to

complete their duties. Job stress when not properly considered can negatively affect morale, job satisfaction and employee performance so that achieving the goal of CV Sari Lumajang Sofa can also be hampered.

## 2 Literature Review

### 2.1.1 Job Dicipline

According to Sastrohadiwiry (2005: 291) work discipline can be defined as an attitude of respect, respect, obedience, and obedience to the regulations that apply both written and unwritten and are able to carry it out and do not avoid receiving sanctions if they violate their duties and authority granted to him

### 2.3 Job Stress

Job stress is a condition of tension that affects emotions, the way of thinking and the physical condition of a person (Siagian, 2010).

### 2.4 Employee Performance

Performance is a result of work achieved by an employee both in quality and quantity in completing the work in accordance with the burden and responsibility given to these employees (Mangkunegara, 2008: 103)

### 2.5 Hipotesis

$H_0$  = job dicipline does not affect the employees performance in CV Sari Sofa Lumajang

$H_1$  = job dicipline affect the employees performance in CV Sari Sofa Lumajang

$H_0$  = job stress does not affect the employees performance in CV Sari Sofa Lumajang

$H_2$  = job stress affect the employees performance in CV Sari Sofa Lumajang

## 3 Methodology

### 3.1 Research Design

This study uses explanatory research that tries to explain a problem and there is a hypothesis test of data obtained (Sumarni dan Wahyuni, 2006:52).

### 3.2 Population and Sample

The population of this study were all employees of CV Sari Sofa Lumajang amounting to 67 people.

This research uses census methods.

### 3.3 Data Analysis Methods

This study uses multiple regression analysis.

## 4. Result and Findings

### 4.1 Multiple Regression Analysis.

The results of multiple regression analysis can be seen in the following table:

Independent Variable	Dependent Variable	Beta	t Count	P Value	Conclution
Job dicipline (X1)	Employee performance (Y)	0.547	2.157	0.004	Significant
Job stress (X2)	Employee performance (Y)	-0.443	-2.854	0.001	Significant

Table 4.1 The result of path analysis

### **The Influence of Job Discipline on Employee Performance**

Based on Table 4.1 it can be seen that the testing of the job discipline variable (X1) on employees performance (Y) has a beta value ( $\beta$ ) of 0.547, it means that if Z is raised by 1 unit it will increase Y by 0. meaning that variable Z has a significant positive effect on variable Y with t-count value of 2.157 is greater than t-table (1.997) with p value  $0.004 < 0,050$  so that  $H_1$  is accepted.

### **The Influence of Job Stress on Employee Performance**

Based on Table 4.1 it can be seen that the testing of the job stress variable (X2) on employees performance (Y) has a beta value ( $\beta$ ) of -0.443, it means that if X is raised by 1 unit then it will decrease Y by 0.443 meaning that the variable X has a negative effect significant to variable Y with t-count value of -2.854 (regardless of negative sign) greater than t-table (1.997) with p value  $0.001 < 0.050$  so that  $H_2$  is accepted.

### **5. Conclusion**

Job discipline has a positive and significant effect on the employees performance of CV Sari Sofa Lumajang,, Job stress has a negative and significant effect on the employee performance of CV Sari Sofa Lumajang.

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