

Influence stress Work and Income to Satisfaction Work Civil Servants in the General Section Cirebon City Regional Secretariat with Workload as Intervening Variables

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ABSTRACT

This study aims to find out how the influence of work stress and income on job satisfaction of civil servants at the General Section of the Regional Secretariat of Cirebon city with Workload as an Intervening Variable. The research results show that, based on the results of the analysis of hypothesis 1, it can be seen that the variable Job Stress (X1) has an effect on the Workload variable (Z). Based on the results of the analysis of hypothesis 2, it is known that the second hypothesis is accepted, meaning that the income variable (X2) affects the workload variable (Z). Based on the results of the analysis of hypothesis 3, it can be seen that it can be concluded that the third hypothesis is rejected, meaning that the Job Stress variable (X1) has no effect on the Job Satisfaction variable (Y). Based on the results of the analysis of hypothesis 4, it can be concluded that the fourth hypothesis is accepted, meaning that the compensation variable (X2) affects the performance variable (Y). Based on the results of the analysis of hypothesis 5, it can be concluded that the fifth hypothesis is rejected, meaning that the Loyalty variable (Z) has no effect on the Performance variable (Y). Based on the results of the intervening test, the indirect effect through the Workload variable (Z) is smaller than the direct effect on the Job Satisfaction variable (Y). Based on the results of the intervening test, the indirect effect through the Workload variable (Z) is greater than the direct effect on the Job Satisfaction variable (Y).

Keywords: Workload, Job Satisfaction. Compensation, Work Stress.

INTRODUCTION

Source power man is perpetrator from whole level planning until with capable evaluation utilise resources others owned by the organization or company. Man is source power most important in reach success organization . Source power man will materialized if spirit in work for carry out purpose organization conducted with full of responsibility answer. Source power man influence performance in organization where role source power quality human in framework performance employee is very important factor. There are several causative factor tall low performance, especially heavily influenced by communication and environment given work between employee with boss.

The phenomenon of frequent work stress experienced employee in agency government caused by various aspects and contributing factors decrease in employee *performance* that alone. Based on results observation of employees General Section Cirebon City Regional Secretariat who helped Regent in arrange policies, coordinating Regional Offices and Regional Technical Institutions where planning in organization for reach success work required target achieved so the load also increases employee and when no achieved make Thing this trigger work stress on employees Thing this was also submitted by one employee namely public relations General Affairs. Same thing his with work stress emerging employee consequence burden must work achieved related with wages received, rate wages own equality with his other employees but what makes the difference his lies in the load each received work employee.

General loyalty of employees refers to determination and sincerity obey, implement, and practice something with a sense of responsibility answer, as well give birth to pride satisfaction self on superiority organization. growing loyalty in self employee to organization of course through a process that does so just because exists many factors that influence it. In a organization employee is very important in stability company, then companies also need fulfil satisfaction employee in work. According to Edy Sutrisno (2014) Job satisfaction is an interesting and important issue, because it has proven to be of great benefit to the interests of individuals, industry and society. Job satisfaction is a function of motivation and ability. To complete a task or job a person should have a certain degree of willingness and level of ability. Satisfaction Very low work because no suitability burden work with the expertise of employees make results achievement performance in every end period no could maximized with significant to the organization.

From various facility To use fulfil satisfaction work employee who has given agency office the secretariat of the City of Cirebon which was disclosed by one employee say that for support performance employee moment this still many problem in existing performance where performance carried out by the General Section Cirebon City Regional Secretariat has discrepancy Among results activity with completion targets. Because still low discipline work and still many total violation Civil Servants who do not continue.

In a profession what we can be certain of is there is a name with level boredom that makes a employee can experience internal stress work. According to Siagian (2016) : Work Stress is condition effect tension to emotions, way thoughts and conditions physical someone, Stress is feeling experienced stress employee in face profession Stress is something response in adapt influenced by differences individual and psychological processes , as consequence from action environment , situation or events too many stage demands psychological and physical someone .

LITERATURE REVIEW

A. Management Source Power Man

Management source power human (*human resources management*) is Suite activity directed organization for attract , develop , and retain power effective work . Manager own role big in directing people in the organization for reach expected goals, incl thinking how own management source power capable human resources (MSDM). work in a manner effective and efficient.

B. Job satisfaction

According to Eddie (2014) satisfaction work Becomes enough trouble interesting and important, because proven big the benefits for interest individuals, industry and society . For individual, research about causes and sources satisfaction work possible emergence efforts enhancement happiness life them. For industry, research about satisfaction work conducted in framework effort enhancement production and influence cost through repair attitude and behavior in demand his employees.

D. Work Stress

Job stress is a consequence of every action and environmental situation that creates excessive psychological and physical demands on a person. Mangkunegara, (2015) suggests work stress as a feeling of pressure or feeling pressured by employees in dealing with work. Job stress is a condition of tension that creates a physical and psychological imbalance, which affects emotions, thought

processes, and the condition of an employee. Too much stress can threaten a person's ability to deal with the environment.

E. Income

According to Harnanto (2019) write that income / earnings is : “ Ascension or increase assets and decline or decrease liability company which is consequence from activity operation or procurement goods and services to Public or consumers in particular. In measure condition economy somebody or house stairs, one draft the most frequent tree used that is through level income. In other words income can also be described as whole acceptance received workers, laborers or house stairs , fine form physical nor non- physical During he do work on one company agency or income During he work or trying. Everyone who works will attempted for obtain income with the maximum amount that can be fulfil need his life.

F. Workload

workload according to Permendagri No. 12/2008 in journal Sugiharto, (2018) about guidelines is magnitude must work carried by one position or organizational unit and constitutes the product of the working volume and the norm time. Measurement burden work interpreted as something technique for get information about efficiency and effectiveness work an organizational unit, or holder job done in a manner systematic with use technique analysis position, technique analysis burden work or technique management other, views individual about the size of the work target given for complete his job, for example for grinding, rolling, packing and transporting . According to researcher could concluded that burden work is something that appears due to total activity or mandatory tasks completed by employees in a manner systematic with use a must skill resolved based on time.

METHOD

A Types and Nature of Research

Researcher use method approach quantitative. According to Sugiyono (2016) method study quantitative could interpreted as method philosophy-based research *positivism*, used for researching populations or sample certain, data collection using instrument research, data analysis is quantitative / statistical, with purpose for test hypothesis that has set.

This research is replication research, according to Sugiyono (2016) The replication research method is a research method used in order to produce certain products, test the feasibility, as well as the effectiveness of these products so that they can become useful products.

B. Location and Period Study

This research was conducted at the Public Service Office Regional Secretariat of Cirebon City. Research time this starting in month October 2022 to January 2022.

D. Method Data Collection

Data collection techniques performed is with way:

1. Questionnaire

In questionnaire this later will question model is used closed, that is question already accompanied by alternative answers previously so that respondent could choose one from alternative answer. The process of processing data in research this use *Likert scale*. According to

(Sugiyono, 2016) is “ the Likert scale was used for measure attitudes, opinions and perceptions somebody or group of people about phenomenon social ”.

2. Library Studies

Studies library, according Nazir (2016) technique data collection with stage studies reviewer to existing books, literature, records, and reports relationship with problem solved.

E. Method Data Analysis

According to Sugiyono (2016) Data analysis is something desire for group , create something order , manipulate as well as abbreviate data so easy for read and understood . With words another , activity data analysis is raw data that has been collected need categorized or shared on a number of category or group , abbreviated such shape so data can answer problem corresponding with purpose research and get test hypothesis .

RESEARCH RESULTS AND DISCUSSION

A. Data analysis

1. Test Instruments

a. Validity test

Validity testing uses SPSS version 25.00 with criteria based on the calculated r value as follows:

- 1.) If $r_{\text{count}} > r_{\text{table}}$ or $-r_{\text{count}} < -r_{\text{table}}$ then the statement is declared valid.
- 2) If $r_{\text{count}} < r_{\text{table}}$ or $-r_{\text{count}} > -r_{\text{table}}$ then the statement is declared invalid.

This test was carried out on 30 respondents, then $df = 30 - 3 = 27$, with $\alpha = 5\%$, the r table value is 0.36091 (Ghozali, 2016), then the calculated r value will be compared with the r table value as in table 1 below :

Table 1. Validity Test Results

Stress Variable Work (X1)			
Statement	r count	r table	validity
1	0.817	0.36091	Valid
2	0.757	0.36091	Valid
3	0.653	0.36091	Valid
Variable Income (X2)			
Statement	r count	r table	validity
1	0.758	0.3691	Valid
2	0.457	0.3691	Valid
3	0.489	0.3691	Valid
Satisfaction Variable Work (Y)			
Statement	r count	r table	validity
1	0.768	0.3691	Valid
2	0.743	0.3691	Valid
3	0.611	0.3691	Valid
Workload Variable (Z)			
Statement	r count	r table	validity
1	0.668	0.3691	Valid
2	0.658	0.3691	Valid
3	0.656	0.3691	Valid

Source: Processed data (2022)

Table 1 shows that all the statement points are good for the stress variable Work (X1), Income variable (X2), variable Satisfaction Work (Y) and Workload variables (Z) has a calculated r value that is greater than the r table value, so that it can be concluded if all statements for each variable are declared valid.

b. Reliability Test

Reliability Test is tools used for measure questionnaire which is indicator from variable or construct . According to Sugiyono (2016) a factor stated reliable / reliable if *Cronbach Alpha* more big from 0.6. Based on the results of data processing using SPSS 25.00, the following results are obtained :

Table 2. Reliability Test Results

Variable	<i>Cronbach Alpha</i>	Constant	Reliability
Stress Variable Work (X1)	0.791	0.6	Reliable
Variable Income (X2)	0.729	0.6	Reliable
Satisfaction Variable Work (Y)	0.695	0.6	Reliable
Workload Variable (Z)	0.751	0.6	Reliable

Source: Processed data (2022)

Based on the reliability test using *Cronbach Alpha* , all research variables are reliable/reliable because of *Cronbach Alpha* is greater than 0.6, so the results of this study indicate that the measurement tools in this study have fulfilled the reliability test (*reliable* and can be used as a measuring tool).

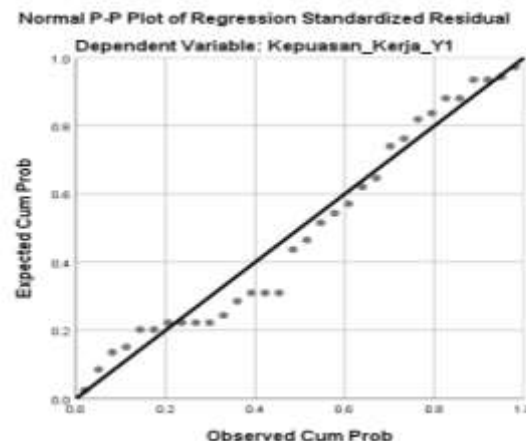
B. Classical Assumption Test I

The testing of the classical assumptions with the SPSS 25.00 program carried out in this study included:

a. Normality test

The Normality Test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphics and statistics. The normality test for the graphical method uses the normal probability plot, while the normality test for the statistical method uses the *One -S sample test Kolmogorov - Smirnov Test* .

The normality test using the graphical method can be seen in the following figure :



Source : Data processed from appendix 4 (2022)

Figure 1. Normal P Plot I

Data that is normally distributed will form a straight diagonal line and residual data plotting will be compared with the diagonal line, if the residual data distribution is normal then the line that describes the actual data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table 3. Test One - Sample Kolmogorov - Smirnov Test

		Unstandardized Residuals	
N		30	
Normal Parameters ^{a,b}	Means	.0000000	
	std. Deviation	1.12625968	
Most Extreme Differences	absolute	.162	
	Positive	.162	
	Negative	-.073	
Test Statistics		.162	
Asymp. Sig. (2-tailed)		.033 ^c	
Monte Carlo Sig. (2-tailed)	Sig.	.344 ^d	
	99% Confidence Intervals	LowerBound	.127
		Upperbound	.560

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Based on 30 sampled tables with starting seed 926214481.

Source : Processed data (2022)

From *output* in table 3 can be known that score significance (*Monte Carlo Sig.*) throughout variable as big 0.344. If significance more of 0.05, then the residual value been normal, so could concluded if whole variable normally distributed .

b. Multicollinearity Test

The multicollinearity test aims to determine whether there is a correlation between the independent variables in the regression model. The multicollinearity test in this study was seen from the *tolerance value* or *variance inflation factor* (VIF). The calculation of the *tolerance value* or VIF with the *SPSS 25.00 for windows program* can be seen in Table 4 below:

Table 4. Multicollinearity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	std. Error	Betas				tolerance	VIF
1 (Constant)	1.164	1,387			,839	,408		
StressKerjaX1	1,093	.092	,753		11,894	,000	,705	1.418
IncomeX2	,403	.082	,311		4,919	,000	,705	1.418

a. Dependent Variable: WorkZ Load

Source: Processed data (2022)

Based on table 4. it can be seen that the *tolerance value* of the variable (X1) is 0.705, the variable (X2) is 0.705 where everything is greater than 0.10 while the VIF value of the variable (X1) is 1.418, the variable (X2) is 1.418 in all of which are less than 10. Based on the results of the calculation above, it can be seen that the *tolerance value* of all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10, so that there are no correlation symptoms in the independent variables. So it can be concluded that

there are no symptoms of multicollinearity between independent variables in the regression model.

c. **Heteroscedasticity Test**

The heteroscedasticity test aims to test whether from the regression model there is an inequality of *variance* from the residuals of one observation to another. A good regression model is one that has homoscedasticity or does not have heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is with *the Glejser test*, in the glejser test, if the independent variable is statistically significant in influencing the dependent variable then there is an indication of heteroscedasticity occurring. Conversely, if the independent variable is not statistically significant in influencing the dependent variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016).

The results of data processing using SPSS 25 .00 show the results in the following table:

Table 5. Glejser Test Results

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF
	B	std. Error	Betas				
1 (Constant)	-1,399	1,901		-,736	,468		
StressKerjaX1	-,101	,126		-,801	,430	,705	1.418
IncomeX2	,195	,112		,365	1,737	,093	1.418

a. Dependent Variable: AbsRes

Source: Processed data (2022)

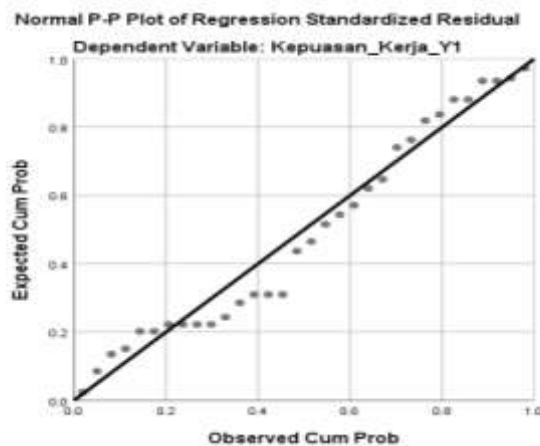
Glejser test results show the sig value of the Stress variable Work (X1) of 0.430 and the Income variable (X2) is 0.093 where both of them more big from 0.050 up to could concluded no there is symptom heteroscedasticity

C. Classic assumption test Equation II

a. **Normality test**

The Normality Test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphics and statistics. The normality test for the graphical method uses the normal probability plot, while the normality test for the statistical method uses the *One -S sample test Kolmogorov - Smirnov Test*.

The normality test using the graphical method can be seen in the following figure:



Source : Processed data (2022)

Figure 2. Normal P Plot II

Data that is normally distributed will form a straight diagonal line and residual data plotting will be compared with the diagonal line, if the residual data distribution is normal then the line that describes the actual data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table 6. Test One - Kolmogorov Sample - Smirnov Test

		Unstandardized Residuals	
N		30	
Normal Parameters ^{a,b}	Means	.0000000	
	std. Deviation	1.11802077	
Most Extreme Differences	absolute	.107	
	Positive	.086	
	Negative	-.107	
Test Statistics		.107	
Asymp . Sig. (2-tailed)		.200 ^{c,d}	
Monte Carlo Sig. (2-tailed)	Sig.	.844 ^e	
	99% Confidence Intervals	LowerBound	.678
		Upperbound	1,000

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.
- e. Based on 30 sampled tables with starting seed 1314643744.

Source : Processed data (2022)

From *output* in table 6 can is known that score significance (*Monte Carlo Sig.*) throughout variable equal to 0.844 If significance more of 0.05, then the residual value been normal, so could concluded if whole variable normally distributed .

b. Multicollinearity Test

The multicollinearity test aims to determine whether there is a correlation between the independent variables in the regression model. The multicollinearity test in this study was seen from the *tolerance value* or *variance inflation factor* (VIF). The calculation of the *tolerance value* or VIF with the *SPSS 25.00 for windows program* can be seen in Table 7 below:

Table 7. Multicollinearity Test Results

		Coefficients ^a						Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients Betas	Q	Sig.	tolerance	VIF	
		B	std. Error						
1	(Constant)	10.035	3,309		3,033	,005			
	StressKerjaX1	,733	,525	,678	1,397	,173	,120	8,334	
	IncomeX2	,704	,262	,730	2,690	,012	,385	2,601	

LoadWorkZ	,828	,438	,550	-1,891	,069	,082	12.204
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a. Dependent Variable: SatisfactionWorkY

Source: Processed data (2022)

Based on table 7 it can be seen that the *tolerance value* of the variable (X1) is 0.120, the variable (X2) is 0.385, the variable (Z) is 0.082 where everything is greater than 0.10 while the VIF value of the variable (X1) is 8.334, the variable (X2) is 2.601, the variable (Z) is 12.204 where all are less than 10. Based on the calculation results above it can be seen that the value the *tolerance* of all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10 so that there are no correlation symptoms in the independent variables. So it can be concluded that there are no symptoms of multicollinearity between independent variables in the regression model.

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of *variance* from the residuals of one observation to another. One way to detect the presence or absence of heteroscedasticity is *the Glejser test* . In the Glejser test, if the independent variable is statistically significant in influencing the dependent variable then there is an indication of heteroscedasticity. Conversely, if the independent variable is not statistically significant in influencing the dependent variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016; 138). The results of data processing using SPSS 25 .00 show the results in the following table :

Table 8. Glejser Test Results

		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients		Q	Sig.	tolerance
Model	B	std. Error	Betas					
1	(Constant)	1,386	,918		1.509	,143		
	StressKerjaX1	-.035	.053	-.143	-.663	,513	,692	1,446
	IncomeX2	.035	.049	,160	,708	,485	,632	1,582
	LoadWorkZ	-.073	.043	-.324	-1,707	,099	,894	1.119

a. Dependent Variable: AbsRes

Source: Processed data (2022)

Glejser test results show the sig value of the Stress variable Work (X1) of 0.513, the income variable (X2) is 0.0485 and variable Workload (Z) as big 0.099 where both of them more big from 0.050 up to could concluded no there is symptom heteroscedasticity as.

D. Linear Regression Testing

Linear regression testing explains the role of the independent variables on the dependent variable. Data analysis in this study used two linear *regression equations* , using *SPSS 25.00 for windows* . The results of data processing for equation I can be seen in table 9 below:

Table 9. Linear Regression Results Equation I

		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	tolerance
Model	B	std. Error	Betas					
1	(Constant)	1.164	1,387		-,839	,408		
	StressKerjaX1	1,093	.092	,753	11,894	,000	,705	1.418
	IncomeX2	,403	.082	,311	4,919	,000	,705	1.418

a. Dependent Variable: WorkY Expenses
 Source: Processed data (2022)

Based on these results, the linear regression equation has the formulation: $Z = b_0 + b_1 X_1 + b_2 X_2 + \epsilon_1$, so the equation is obtained: $Z = -1.164 + 1.093 X_1 + 0.403 X_2$.

The description of the multiple linear regression equation above is as follows:

- a. The constant value (b_0) is 1.164 shows the magnitude of the workload variable (Z) if the stress variable Work (X_1) and Income variable (X_2) is equal to zero.
- b. Stress variable regression coefficient value Work (X_1) (b_1) of 1.093 indicates the large role of the stress variable Work (X_1) to the load variable work (Z) assuming variables Income (X_2) constant. This means that if the variable factor is Stress Work (X_1) increases by 1 value unit, it is predicted that the Variable (Z) increases by 1.093 value units assuming the Compensation variable (X_2) constant.
- c. The regression coefficient value of the Income variable (X_2) (b_2) is 0.403 indicating the magnitude of the role of the Income variable (X_2) on the variable (Z) assuming the variable (X_1) is constant. This means that if the income variable factor (X_2) increases by 1 value unit, it is predicted that the variable (Z) increases by 0.403 value units assuming the Expansion variable (X_1) constant.

The results of data processing for equation II can be seen in table 10 below:

Table 10. Linear Regression Results of Equation II
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	10.035	3,309		3,033	,005		
	StressKerjaX1	,733	,525	,678	1,397	,173	,120	8,334
	IncomeX2	,704	,262	,730	2,690	,012	,385	2,601
	LoadWorkZ	,828	,438	,550	-1,891	,069	.082	12.204

a. Dependent Variable: SatisfactionWorkY
 Source: Data processed (2022)

Based on these results, the linear regression equation has the formulation: $Y = b_0 + b_3 X_1 + b_4 X_2 + b_5 Z + \epsilon_2$, so the equation is obtained: $Y = 10.035 + 0.733 X_1 + 0.704 X_2 - 0.828 Z$.

The description of the multiple linear regression equation above is as follows:

- a. The constant value (b_0) is 10.035 shows the magnitude of the variable Satisfaction Work (Y) if the variable Stress Work (X_1) , Income variable (X_2) and Workload variable (Z) equals zero.
- b. Stress variable regression coefficient value Work (X_1) (b_3) of 0.733 indicates the magnitude of the role of the variable (X_1) on the Performance variable (Y) with the assumption that the Income variable (X_2) and the variable (Z) constant. This means that if the variable factor (X_1) increases by 1 unit value, it is predicted that the variable (Y) will increase by 0.733 value units assuming the variable Income (X_2) and variables (Z) constant.
- c. The regression coefficient value of the income variable (X_2) (b_4) is 0.704 indicating the large role of the income variable (X_2) on the variable (Y) assuming the Factor variable Organizational (X_1) and variables (Z) constant. This means that if the income variable factor (X_2) increases by 1 value unit, it is predicted that the variable (Y) increases by 0.704 value units assuming the variable (X_1) and the variable (Z) constant.

- d. Workload variable regression coefficient value (Z) (b 5) of 0.828 indicates the magnitude of the role of the variable (Z) on the variable (Y) assuming variables (X1) and variables Compensation (X2) constant. This means that if the variable factor (Z) decreases by 1 unit value, then it is predicted that the variable (Y) will decrease by 0.828 value units assuming the variable (X1) and variable Income (X2) constant .

E. Coefficient of Determination (R²)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable. If the determination (R²) is greater (closer to 1), then it can be said that the influence of variable X is large on variable Y. The value used in viewing the coefficient of determination in this study is in the *adjusted R square column* . This is because the value of the *adjusted R square* is not susceptible to the addition of independent variables. The value of the coefficient of determination in Equation I can be seen in Table 11 below:

Table 11. Coefficient of Determination Equation I

Summary Model^b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	,958 ^a	,918	,912	,664	2,289

a. Predictors: (Constant), IncomeX2, StressWorkX1

b. Dependent Variable: WorkLoadZ

Source: Data processed (2022)

Based on table 11 , it can be seen that the value of the *adjusted R square is* 0.912 or 91.2%. This indicates if the variable Stress Work (X1) and the Income variable (X2) can explain the Workload Variable (Z) of 91.2%, the remaining 8.8% (100% - 91.12%) is explained by other variables outside this research model, such as incentives , Leadership and Promotion position . Coefficient of determination equation II can seen in Table 12 below :

Table 12. Coefficient Determination Equation II

Summary Model^b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	,456 ^a	,208	,123	1,564	2,196

a. Predictors: (Constant), WorkExpenseZ , IncomeX2, WorkStressX1

b. Dependent Variable: SatisfactionWorkY

Source : Processed data (2022)

Based on table 12 can is known magnitude score *adjusted R square* by 0.123 or 12.3 % . this show if variable stress Work (X 1) , variable Income (X2) and variable Workload (Z) could explain Variable Satisfaction Work (Y) by 12.3 % , the rest as big 87.7 % (100% - 12.3 %) is explained by other variables outside this research model, such as Communication work , culture Work as well as Leadership Transactional .

F. Hypothesis test

1. Test t (Partial)

The t statistical test is also known as the individual significance test . Test it show how much far influence variable independent in a manner Partial to variable dependent . In this study, partial hypothesis testing was carried out on each independent variable, the results of data processing in equation I are shown in Table 13 below:

**Table 13. Partial Test (t) Equation I
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	1.164	1,387		-,839	,408
	StressKerjaX1	1,093	,092	,753	11,894	,000
	IncomeX2	,403	,082	,311	4,919	,000

a. Dependent Variable: LoyaltyZ

Source: Processed data (2022)

- a. Variable Effect Hypothesis Test stress Work (X1) Against Workload Variable (Z)
Forms of hypothesis testing based on statistics can be described With Decision Making Criteria as follows:

1) Reject hypothesis if $t_{count} < t_{table}$ Or $-t_{count} > -t_{table}$ Or $Sig. > 0.05$.

2) Accept hypothesis if $t_{count} \geq t_{table}$ Or $-t_{count} \leq -t_{table}$ Or $Sig. < 0.05$.

From table 4. 19 , the t value is 11.894 . With $\alpha = 5\%$, t_{table} (5%; $nk = 30-3 = 27$) obtained a t_{table} value of 2.052. From this description it can be seen that t_{count} (11.894) $>$ t_{table} (2.0 5 2), as well as with a significance value of 0.000 $>$ 0.05 it can be concluded that the first hypothesis is accepted, meaning that the stress variable Work (X1) effect on variables Workload (Z) .

- b. Variable Effect Hypothesis Test Income (X2) Against Workload Variables (Z) .

The form of hypothesis testing based on statistics can be described by Decision Making Criteria as follows:

1) Reject hypothesis if $t_{count} < t_{table}$ Or $-t_{count} > -t_{table}$ Or $Sig. > 0.05$

2) Accept the hypothesis if $t_{count} \geq t_{table}$ Or $-t_{count} \leq -t_{table}$ Or $Sig. < 0.05$

Table 4. 19 obtained a t_{count} value of 4.919 with $\alpha = 5\%$, t_{table} (5%; $30 - k = 27$) obtained a t_{table} value of 2.0 5 2 From this description it can be seen that t_{count} (4.919) $>$ t_{table} (2.0 5 2), and the significance value is 0.000 $<$ 0.05, it can be concluded that the second hypothesis is accepted, meaning that the income variable (X2) has an effect on the Workload variable (Z) . While the results of data processing in equation II are shown in Table 14 below:

**Table 14. Partial Test (t) Equation II
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	10.035	3,309		3,033	,005
	StressKerjaX1	,733	,525	,678	1,397	,173
	IncomeX2	,704	,262	,730	2,690	,012
	LoadWorkZ	,828	,438	,550	1,891	,069

a. Dependent Variable: SatisfactionWorkY

Source: Processed data (2022)

- a. Hypothesis Test of the Effect of Stress Variables Work (X1) Against Satisfaction Variables Work (Y)

The form of hypothesis testing based on statistics can be described by Decision Making Criteria as follows:

1) Reject hypothesis if $t_{count} < t_{table}$ OR $-t_{count} > -t_{table}$ OR $Sig. > 0.05$

2) Accept hypothesis if $t_{count} \geq t_{table}$ OR $-t_{count} \leq -t_{table}$ OR $Sig. < 0.05$

From table 4. 20 , the t_{count} value is 1.397. With $\alpha = 5\%$, $t_{table}(5\%; 30 - 23 = 27)$, it is obtained that the t_{table} value is 2.052. From this description it can be seen that $t_{count}(1.397) < t_{table}(2.052)$, likewise with a significance value of $0.173 > 0.05$, it can be concluded that the third hypothesis is rejected, meaning that the stress variable Work (X1) has no effect on the satisfaction variable Work (Y).

b. Income Variables (X2) Against Satisfaction Variables Work (Y)

Forms of hypothesis testing based on statistics can be described With Decision Making Criteria as follows:

1) Reject hypothesis if $t_{count} < t_{table}$ OR $-t_{count} > -t_{table}$ OR $Sig. > 0.05$

2) Accept the hypothesis if $t_{count} \geq t_{table}$ OR $-t_{count} \leq -t_{table}$ OR $Sig. < 0.05$

From table 4. 20 , the t_{count} value is 2.690. With $\alpha = 5\%$, $t_{table}(5\%; 30 - 3 = 27)$ is obtained by t_{table} value of 2.052. From this description it can be seen that $t_{count}(2.690) > t_{table}(2.052)$, and the significance value is $0.012 < 0.05$, it can be concluded that the fourth hypothesis is accepted, meaning that the income variable (X2) affects the satisfaction variable Work (Y).

c. Hypothesis Test of the Effect of Workload Variables (Z) Against Satisfaction Variables Work (Y).

The form of hypothesis testing based on statistics can be described by Decision Making Criteria as follows:

1) Reject hypothesis if $t_{count} < t_{table}$ OR $-t_{count} > -t_{table}$ OR $Sig. > 0.05$

2) Accept hypotheses if $t_{count} \geq t_{table}$ OR $-t_{count} \leq -t_{table}$ OR $Sig. < 0.05$

From table 4. 20 , the t_{count} value is 1.891 with $\alpha = 5\%$, $t_{table}(5\%; 30 - 3 = 27)$ is obtained by t_{table} value of 2.052. From this description it can be seen that $t_{count}(1.891) < t_{table}(2.052)$, and a significance value of $0.069 < 0.05$, it can be concluded that the fifth hypothesis is rejected, meaning that the Workload variable (Z) has no effect on the Satisfaction variable Work (Y).

2. Path Analysis

In order to prove that whether a variable is capable of being a variable that mediates the relationship between the independent variable and the dependent variable, a direct and indirect effect calculation will be carried out between the independent variable and the dependent variable. If the indirect effect of the independent variable on the dependent variable through the intervening variable is greater than the direct effect of the independent variable on the dependent variable, then this variable can be a variable that mediates between the independent variable and the dependent variable (Ghozali, 2016). For do calculation in a manner direct and not live conducted from score *standardized coefficients* regression the following equations I and II :

Table 15. Value Standardized Coefficients Equation I

Model		Unstandardized Coefficients		Standardized Coefficients
		B	std. Error	Betas
1	(Constant)	3,291	1822	
	StressKerjaX1	.521	.159	.584
	IncomeX2	.286	.184	.276

a. Dependent Variable: WorkZ Load

Source: Processed data (2022)

Table 16. Value Standardized Coefficients Equation II
Coefficients^a

Model		Unstandardized Coefficients B	std. Error	Standardized Coefficients Betas
1	(Constant)	10.035	3,309	
	StressKerjaX1	,733	,525	,678
	IncomeX2	,704	,262	,730
	LoadWorkZ	,558	,548	,550

a. Dependent Variable: SatisfactionWorkY
Source: Processed data (2022)

Next score *standardized coefficients beta* will entered to in picture analysis track as following :

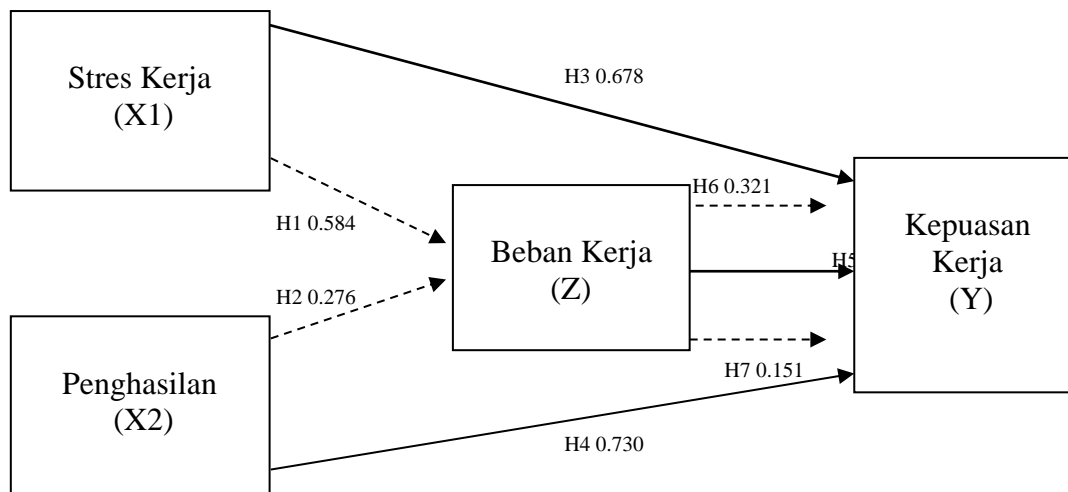


Figure 3. Path Analysis I

on the picture analysis track show influence live variable stress Work (X1) against variable Satisfaction Work (Y) of 0.678. Temporary influence no live through the variable Workload Z is $0.584 \times 0.550 = 0.321$ of results the calculations obtained show influence in a manner no live through Variable Workload (Z) more small compared influence in a manner live to variable Satisfaction Work (Y). Influence live Income (X2) to Satisfaction Work (Y) of 0.730 and Compensation (X2) through intervening variable Workload (Z) to Satisfaction Work (Y) as big $0.276 \times 0.550 = 0.151$. From the results the calculations obtained show influence in a manner no live through variable Workload (Z) more big compared influence in a manner live to Satisfaction variable Work (Y) . These results can be seen in table 17 below:

Table 17. Direct and Indirect Relations

No	Variable	Direct	Indirects	Total	Criteria	Conclusion
1	stress Work (X1) Workload (Z)	0.678	0.5 84	0.321	Not Significant	Not As Intervening Variable
2	Income (X2) Workload (Z)	0.730	0.276	0.151	Significant	Significant As an Intervening Variable

Source: Processed data (2022)

CONCLUSION

Based on results research and discussion in chapters before , then could concluded as following

:

1. Influence stress Work (X1) to Workload (Z)
Based on results analysis to hypothesis 1 can is known that variable stress Work (X1) effect on variables Workload (Z) .
2. Influence Income (X2) to Workload (Z)
Based on results analysis to hypothesis 2 is known that the second hypothesis is accepted, meaning the variable Income (X2) has an effect on the Workload variable (Z) .
3. Influence stress Work (X1) to Satisfaction Work (Y)
Based on results analysis to hypothesis 3 can is known that it can be concluded that the third hypothesis is rejected, meaning stress variable Work (X1) has no effect on the satisfaction variable Work (Y) .
4. Influence Income (X2) to Satisfaction Work (Y)
Based on results analysis to hypothesis 4 it can be concluded that the fourth hypothesis is accepted, meaning that the compensation variable (X2) affects the performance variable (Y) .
5. Influence Workload (Z) to Satisfaction Work (Y)
Based on results analysis to Hypothesis 5 can be concluded that the fifth hypothesis is rejected, meaning that the Loyalty variable (Z) has no effect on the Performance variable (Y).
6. Workload (Z) mediate Influence stress Work (X1) Against Satisfaction Work (Y) .
Based on Intervening test results show influence in a manner no live through Variable Workload (Z) more small compared influence in a manner live to variable Satisfaction Work (Y) .
7. Workload (Z) mediate Influence Income (X 2) Against Satisfaction Work (Y)
Based on Intervening test results show influence in a manner no live through variable Workload (Z) more big compared influence in a manner live to Satisfaction variable Work (Y) .

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