

THE EFFECT OF STRESSORS (SOURCES OF WORK STRESS) AND WORK MOTIVATION ON WORK PERFORMANCE AT THE BRI UNIT OF PADANGMATINGGI PADANGSIDIMPUAN

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Abstract

This research seeks to reveal the relationship between stressors (sources of work stress) and work motivation on work performance at the BRI unit of PadangMatinggi Padangsidimpuan. Work motivation will be studied partly and concurrently in relation to Stressors. This research employs a quantitative methodology with an associative approach, sampling thirty workers. This research used a saturated sample for its sampling procedure. Data was collected from respondents through the use of Likert-scale questionnaires that were sent to them directly. Instrument test of reliability validity, classical assumption test, and hypothesis test employing multiple linear regression analysis in SPSS constituted the data analysis approach. The results of this study indicate that partially, Stressors have a positive and significant effect on work performance and work motivation has a positive and significant influence on work achievement. Simultaneously, Stressors and work motivation have a positive and significant effect on work achievement. The results of the coefficient of determination test showed that R was 0.757 or 75.7%. The Adjusted R Square value is 54.2% while the remaining 45.8% is influenced by other variables not explained in this study. This shows that the higher the Stressor and work motivation felt by the employees, the work achievement of the employees of BRI Unit of Padangmatinggi, Padangsidimpuan will increase.

Keywords: Stressor, Work Achievement, Work Motivation

1. INTRODUCTION

In order to manage a business and fulfill its objectives, an organization need a number of crucial components. Human labor has the potential to carry out company activities, which is the primary driving force for carrying out company activities. Each company's human resource must be exploited as effectively as possible in order to get the best possible results. Companies are expected to have human resources that are of high caliber and can work effectively individually or as a team to achieve their vision, purpose, and objectives (Sutrisno, 2021)a. Every human resource has a unique potential that must always be cultivated in order for a firm to attain its objectives. The potential of each individual is reflected in their work performance for the company. Human resources in a company who become implementers, planners, and controllers who always play an active role in realizing organizational goals.

Employees of a company in doing their work often experience obstacles or difficulties, while the obstacles or difficulties experienced by an employee include stressors (sources of work stress). Stressors greatly affect the work performance of an employee so that this is an aspect that must be considered by a company. If an organization aims to gain material benefits, the company needs to ensure the productivity

of the company's internal elements, especially the productivity of its employees. If this is not accomplished, the effort will be in vain and the company's profitability would decrease. Attention to employees, such as by conducting studies and development research on work stressor variables (Kern et al., 2021).

Some employees do not care about their psychological condition while working, such as employees who work in the banking sector. Banking employees, some of whom ignore the impact of stressors at work. If this happens continuously, it can have a negative impact on mental health. The stressors (sources of work stress) include targets that must be achieved by each employee, job demands and limited working hours, demands for overtime with inappropriate rewards, and several other causes of stress (Chen et al., 2017).

One of Indonesia's banks, PT. Bank Rakyat Indonesia Tbk, also known as Bank BRI, is a state-owned institution that was founded in Purwokerto, West Java which was established by Raden Bei Aria Wirjaatmadja on December 16, 1895. This bank is the oldest in Indonesia and specializes on serving micro, small, and medium-sized businesses (MSMEs). In spite of competition in the Indonesian banking industry, BRI has been able to uphold this promise to this point. BRI has been the most profitable bank for ten straight years as a result of its experience and competence in banking, particularly in the MSME category.

Bank BRI has many employees and also the banking world has many competitors at the present time, therefore it provides demands both on time targets, quality of work, and quantity of work that must be met by employees to achieve company goals. This demand often creates a stressor (a source of work stress) and the solution is to motivate employees which is also showed by one of BRI's bank units, namely BRI unit Padangmatinggi, Padangsidimpuan. The following are the results of achieving the targets of the units in Padangsidimpuan, presented in Table 1 below.

Table 1. Achievement of the BRI Padangsidimpuan Unit Target in 2021

No	BRI Padangsidimpuan Unit	Target Achievement
1.	Merdeka Unit	102,38%
2.	Thamrin Unit	126,28%
3.	Batangtoru Unit	121,06%
4.	Sipirok Unit	135,35%
5.	Batangankola Unit	116,23%
6.	Padangmatinggi Unit	113,90%
7.	Sisingamangaraja Unit	122,45%

Source: PT. Bank Rakyat Indonesia (2022)

Based on Table 1, it can be seen that the results of achieving the target of the Padangmatinggi unit have met the target, but when compared to other units in Padangsidimpuan, the Padangmatinggi unit is the second lowest ranked unit and moreover the location of this Padangmatinggi unit is a unit located in an area which is far from the city which causes some obstacles for employees in carrying out their duties to achieve work performance. According to several employees who have mutated in several existing Padangsidimpuan units, the Padangmatinggi unit is a unit that has a high level of difficulty and stress due to several factors such as language barriers with customers, customer understanding problems, and also its location which is not in the middle of the

city which causes some difficulties that cause work stress. Several employees of this unit have not yet met the competency test conducted.

Stressor is a gap between an individual's ability and the tasks he receives. Stressors that occur in the BRI Padangmatinggi unit are caused by various things, including the demands of the company's targets which often cause employees to work outside working hours such as overtime on Saturdays or Sundays, or work outside the office hours that have been set. In addition, in the banking world, employees are also faced with interacting with customers, where in this Padangmatinggi unit most of the customers come from small areas which cause several obstacles such as the customer's lack of understanding of the technology used in banking or the customer's not understanding the procedures that have been provided. This causes employees to have to serve customers extra compared to other units which are located more in the center of the city. To overcome this, work motivation is needed from every employee to continue to do work according to the company's target achievement, one of the existing work motivations is a bonus when working overtime, where when working overtime, employees are entitled to a bonus calculated according to overtime days. They also carry out other activities that can increase motivation and morale, including holiday activities organized by the office, or regular joint sports. So that the motivation and morale of employees can be maintained.

From the data and arguments, it shows that stressors and motivation affect work performance at BRI Padangmatinggi unit. Hence, we interested in undertaking an analysis entitled "The Influence of Stressors (Sources of Work Stress) and Work Motivation on Employee Work Performance at BRI Unit Padangmatinggi, Padangsidimpuan."

Based on the background described above, the goal to be achieved by the researchers in this study is to analyze the effect of Stressors (Sources of Work Stress) and Work Motivation on Employee Performance at BRI Unit Padangmatinggi, Padangsidimpuan.

2. THEORETICAL FRAMEWORK

2.1. Stressor (Source of Work Stress)

Stressor is the gap between individual needs and their fulfillment from the environment. The surrounding environment such as the work environment has the potential as a stressor. Work stressors are all work conditions that employees perceive as demands and can cause work stress (Asih et al., 2018). As highlighted by Robbins and Coulter that demands and obstacles become a negative affection that causes a person to experience excessive pressure and this causes stress (Asih et al., 2018:1). According to Handoko in Asih et al. (2018) revealed that stress is a condition of tension that affects a person's emotions, thought processes and conditions. The impact of excessive stress can affect a person's ability to deal with the environment.

Factors that affect stress or stressors are called psychosocial. Psychosocial, namely any situation or event that causes pressure in a person's life so that a person is required to be able to adapt to these conditions even though it is contrary to his condition at that time.

2.2. Work motivation

Providing work motivation to employees in order to boost employee performance is one of the aspects that impact the success of attaining company goals. The origin of the term motivation is the Latin word *movere*, which implies pushing or moving. Management motivation is limited to human resources in general and subordinates in particular. Motivation entails determining how to direct the power and potential of subordinates so that they will want to work together productively to attain and fulfill predetermined goals (Sinaga et al., 2021)

According to Kadarisman in Aldi & Susanti (2019) motivation is the practice of providing employees with encouragement or stimulation such that they are willing to work voluntarily and without coercion. The organization will be successful in implementing its programs if its employees are able to do their duties according to their various fields and responsibilities. In order for the employees' potential to be translated into organizationally-beneficial accomplishments, they must be provided with direction and support while performing these activities.

Work motivation is influenced by a number of elements, including internal influences arising from psychological processes within an individual and external forces originating from outside oneself (Environment Factors) (Sariani et al., 2020).

2.3. Work performance

Work performance is the consequence of a person's skillful, conscientious, and timely completion of the tasks allocated to him. Companies must offer programs with a favorable effect on enhancing employee performance. Physical circumstances, equipment, time, supplies, education, supervision, organizational structure, training, and luck are examples of environmental elements that affect labor effectiveness (Muhammad, 2020).

According to Sunyoto in Ratnasari (2017) in assessing the company's work performance there are various ways. This method is done by digging up information on employees and formulating it in a tool that can produce information about employee performance. The results will show which employees are the most superior in certain periods. Work performance is measured by several ways, namely:

- 1) Rating scales, assessment using variables related to the characteristics of the type of work
- 2) Checklist assessment, the assessment usually uses a brief report on employee behavior, then entered on certain parameters by providing a checklist
- 3) Field review methods, from the name, the assessment is carried out by identifying the work performance variables directly in the field
- 4) Observation, this is almost the same as the work performance observation method, but in this method the supervisor will test the skills and knowledge of employees in carrying out their duties
- 5) Group evaluation, by evaluating the group. This evaluation is used to test how employees make a decision on a problem.

2.4. Framework

Stressor work and work motivation is one of the factors that affect work performance is systematically described as in the figure below.

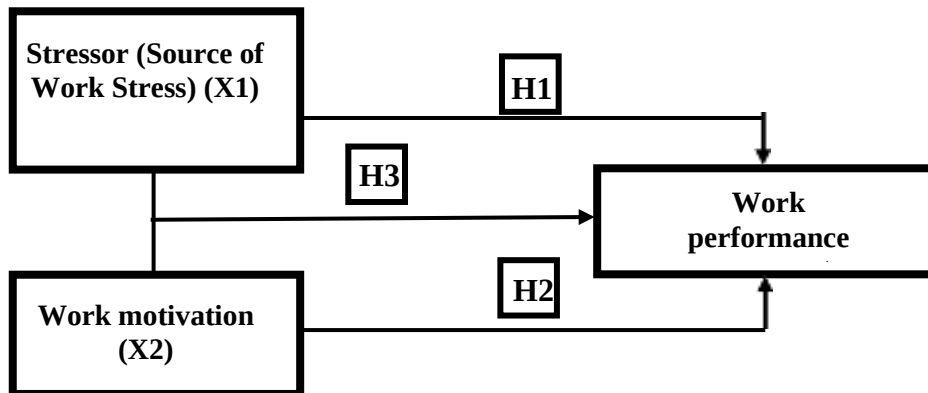


Figure 1. Research Framework

3. RESEARCH METHODS

The form of this research is associative with a quantitative approach. Associative research is to describe a generalization or explain the relationship between one variable and another by using a quantitative approach. Associative research according to Sugiyono (2017) is research that aims to determine the relationship between two or more variables. This study was conducted to determine and analyze the effect of work stressors and work motivation on employee performance at BRI Unit Padangmatinggi, Padangsidimpun.

As many as 30 personnel of BRI Unit Padangmatinggi, Padangsidimpun comprised the population of this study. The sample approach utilized in this study is saturated sampling. According to Sugiyono (2017: 85), saturated sampling is a sampling approach in which all members of the population are sampled. This is done when the population is relatively small, less than 30, or when the researcher wishes to generalize with very narrow error margins. Thus, the sample in this study is the entire population taken, namely all employees of the BRI Unit Padangmatinggi, Padangsidimpun, totaling 30 people who are permanent and contract employees who are included in the organizational structure. The entire population was taken because the scope and number of employees at BRI Unit Padangmatinggi, Padangsidimpun was relatively small.

The variable measurement scale used in this study is the Likert Scale (1-5) which is used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena. The data collection technique used in this research is primary data through a google form questionnaire which will be distributed to employees of BRI Unit Padangmatinggi, Padangsidimpun and secondary data obtained through library research, previous research, and data obtained through the internet.

4. RESULTS AND DISCUSSION

4.1. Research result

4.1.1. Validity test

1) Stressor Validity Test

The following are the results of the validity test for measuring the Stressor variable:

Table 2. Recapitulation of Stressor Validity Test Results

No	Question	R statistic	R table	Information
1	I am burdened if given excessive work	0,533	0,361	Valid
2	I feel a physical disturbance if I have a work schedule outside of office hours	0,531		Valid
3	I do a job that only fits my gender	0,403		Valid
4	I'm not comfortable in a room with the opposite sex	0,481		Valid
5	I am comfortable if work is differentiated by gender	0,532		Valid
6	I feel pressure if the work is not satisfactory	0,800		Valid
7	I am disturbed if the social environment is bad and there is unhealthy competition	0,404		Valid
8	I can't focus on work when I'm angry	0,619		Valid
9	I have to be guided about work by my boss	0,604		Valid
10	I can't do a promotion if it's not according to my ability	0,854		Valid
11	I get distracted doing work if I don't feel safe	0,993		Valid
12	I find it frustrating if the ambitions in the work are not fulfilled	0,328		Valid
13	I can't do the job if the organizational structure doesn't match what I want	0,511		Valid
14	I need balanced training	0,426		Valid
15	I feel stressed if involved in make decision	0,414		Valid
16	I can not work if have personal problems	0,641		Valid
17	I can't work if I don't get support from the people closest to me	0,485		Valid
18	I can't do two kinds of work	0,445		Valid

Source: Data Processing Results (2022)

The results of the validity test show that all variables have a correlation coefficient value > 0.3 , thus all of these instruments are valid, so they are worthy of being used as research instruments.

2) Work Motivation Validity Test

The following are the results of validity testing to measure work motivation variables:

Table 3. Recapitulation of Work Motivation Validity Test Results

Question Items	R statistic	R table	Information
I work hard to be able to make ends meet	0,502	0,361	Valid
I work to ensure my well-being	0,502		Valid
I need a sense of security at work	0,533		Valid
I am comfortable doing work if I have a future career path	0,586		Valid
I need the feeling of being accepted at work	0,619		Valid
I respect and need to be respected at work	0,595		Valid
I can excel at work	0,762		Valid
I want to take part in various jobs	0,471		Valid
I need acknowledgment from others for the work done	0,632		Valid
I will be confident if I have a position	0,965		Valid
I try to be a role model for other people in the field of work	0,531		Valid
I am able to be a role model that other people want in the field of work	0,535		Valid
I believe in getting rewarded for doing the job right	0,772		Valid
I have opportunities and hopes that I can reach	0,435		Valid
I want justice in giving rewards	0,890		Valid
I want the same treatment at work	0,489		Valid

Source: Data Processing Results (2022)

The results of the validity test show that all variables have a correlation coefficient value > 0.3 , thus all of these instruments are valid, so they are worthy of being used as research instruments.

3) Work Performance Validity Test

The following are the results of validity testing to measure the Job Performance variable:

Table 4. Recapitulation of Work Performance Validity Test Results

Question Items	R statistic	R table	Information
I do the job according to the job description	0,665	0,361	Valid
I try to do work according to company targets	0,714		Valid
I'm working on profession in accordance with company goals	0,782		Valid
I do my job to the best of my ability	0,740		Valid
I take full responsibility for the work given	0,667		Valid
I check back when I'm done with work	0,581		Valid
I take full responsibility for the work given	0,744		Valid

Source: Data Processing Results (2022)

The results of the validity test show that all variables have a correlation coefficient value > 0.3 , thus all of these instruments are valid, so they are worthy of being used as research instruments.

4.1.2. Reliability Test Results

1) Stressor Validity Test

Table 5. Stressor Reliability Test Results

Cronbach's Alpha	N of Items
.797	18

Source: Data Processing Results (2022)

The findings of the instrument's reliability test indicated that its Cronbach's Alpha coefficient was more than 0.60. Therefore, it may be argued that it satisfies the dependability or reliability criteria and can be utilized for study.

2) Work Motivation Validity Test

Table 6. Work Motivation Reliability Test Results

Cronbach's Alpha	N of Items
.853	16

Source: Data Processing Results (2022)

The findings of the instrument's reliability test indicated that its Cronbach's Alpha coefficient was more than 0.60. Therefore, it may be argued that it satisfies the dependability or reliability criteria and can be utilized for study.

3) Work Performance Validity Test

Table 7. Results of Work Performance Reliability Test

Cronbach's Alpha	N of Items
.963	7

Source: Data Processing Results (2022)

The findings of the instrument's reliability test indicated that its Cronbach's Alpha coefficient was more than 0.60. Therefore, it may be argued that it satisfies the dependability or reliability criteria and can be utilized for study.

4.1.3. Classic Assumption Test Results

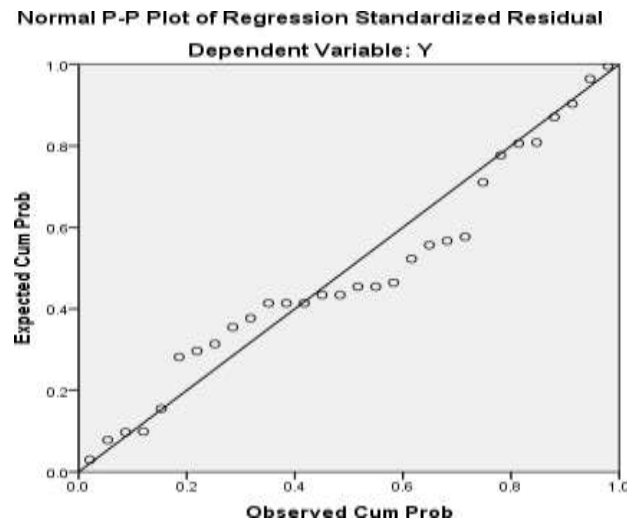
1) Normality Test Results

Table 8. Normality Test Results

<i>Unstandardized Residual</i>	
N	30
<i>Asymp Sig (2-tailed)</i>	0,409

Source: Data Processing Results (2022)

According to Table 8, the significance threshold for the Kolmogorov-Smirnov test findings is $0.409 > 0.05$, indicating that the regression model has a regularly distributed distribution. In addition to the Kolmogorov-Smirnov normality test, the results of the normality test may also be understood through a PP plot graph, the results of which are shown in Figure 2.



Source: Data Processing Results (2022)

Figure 2. PP plot graph

The data in the research are distributed around the diagonal line, in the same direction, and parallel to the line, as shown in the diagram. Normal distribution is shown by the point distribution of the data in the research.

2) Multicollinearity Test Results

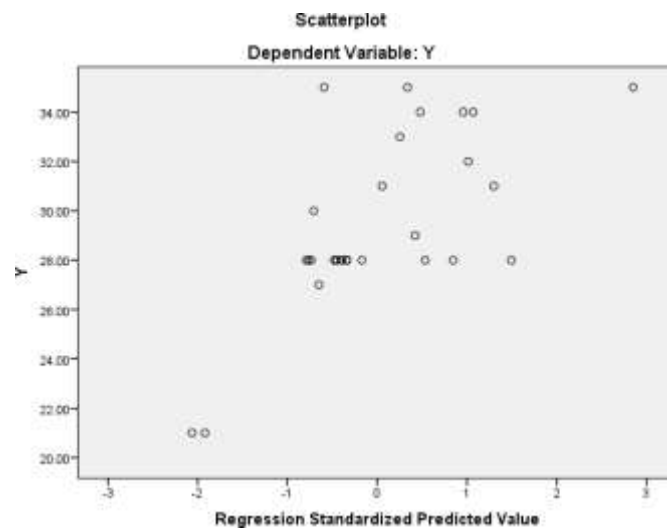
Table 9. Multicollinearity Test Results

Variable	Tolerance	VIF
Stressor	0.879	1,138
Work motivation	0.879	1,138

Source: Data Processing Results (2022)

Based on the fact that the tolerance value of the independent variable is $> 0,10$ and the VIF value is ≤ 10 , it can be stated that the regression model does not exhibit multicollinearity between the independent variables.

3) Heteroscedasticity Test Results



Source: Data Processing Results (2022)

Figure 3. Scatterplot

The independent variable has a significance value of 0,438 and 0,689 > 0,05, thus it can be inferred that there are no heteroscedasticity symptoms. In addition, the scatterplot diagram reveals that testing for heteroscedasticity is necessary.

According to the figure above, the distribution of research data does not follow a particular pattern. This might be understood to mean that the assumptions are satisfied, hence there is no heteroscedasticity in this study's regression model and the assumption is accepted.

4.1.4. Multiple Linear Regression Analysis

Table 10. Multiple Linear Regression Analysis Result

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,078	0,916		1,177	0,249
	Stressor	0,012	0,004	0,481	3,455	0,002
	Motivation Work	0,047	0,016	0,414	2,979	0,006

Source: Data Processing Results (2022)

On the basis of the multiple linear regression analysis findings in Table 10, the following multiple linear regression models may be constructed:

$$Y = 1,078 + 0,012 X_1 + 0,047 X_2 + e$$

In the regression equation above, it can be concluded that:

- 1) The constant coefficient is 1,078 which means that if the independent variable is Stressor (X_1) and Work Motivation (X_2) value is zero, then the achievement value will remain at 1,078
- 2) The stressor coefficient (X_1) is 0,012, which means that for every increase in the X_1 variable by one unit, the Work Performance (Y) has an increase of 0,012. The value of the Stressor variable (X_1) on the Work Achievement variable (Y) is positive, meaning that the higher the value of the X_1 variable, the higher the value of the Y variable.
- 3) The regression coefficient for the Work Motivation variable (X_2) is 0,047, which means that for every increase in the X_2 variable per unit, the Work Performance variable (Y) has an increase of 0,047. The value of the X_2 variable on the Y variable is positive, meaning that the higher the value of the X_2 variable, the higher the value of the Y variable

4.1.5. Hypothesis testing

- 1) Partial Significance Test (T Test)

Table 10. T Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,078	0,916		1,177	0,249
	Stressor	0,012	0,004	0,481	3,455	0,002
	Motivation Work	0,047	0,016	0,414	2,979	0,006
F sig: 0.000 F : 18,143						

Source: Data Processing Results (2022)

Based on the results of the t test in Table 10 it can be concluded:

- a) The results of the statistical software program testing for the Stressor variable (X_1) on Work Performance (Y), the t-statistic value is 3,455, since the t-statistic value is greater than the t-table value, which is 2,052 with a value of ($3,455 > 2,052$) with a significant value for Stressor, namely 0,002 less than 0.05 ($0,002 < 0,05$) and the regression coefficient is positive at 0,012. This shows that the stressor variable (X_1) has a significant effect on work performance (Y). On these results it can be concluded that H_{01} is rejected and H_{a1} is accepted.
- b) The results of testing the statistical software program for the variable work motivation (X_2) on work performance (Y), the t-statistic value is 2.979, which means it is greater than the t-table value, which is 2,052 ($2,979 > 2,052$) with a positive significance value of 0,006 less than 0,05 ($0,006 < 0,05$) and the coefficient regression has a positive value of 0,047. This shows that the work motivation variable (X_2) has a significant effect on work performance (Y). From these results it can be concluded that H_{02} is rejected and H_{a2} is accepted.

2) Simultaneous Significance Test (F Test)

Table 11. Model Feasibility Test Result (F Test)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6,192	2	3,096	18,143	0,000
	Residual	4,608	27	0,171		
	Total	10,800	29			

Source: Data Processing Results (2022)

Based on the data in Table 11 F test results, the f value is 18,14, which indicates that the computed f is more than the f table value of 3,35 ($18,13 > 3,35$) or the sig value. Thus, 0,000 is less than 0,05 ($0,000 < 0,05$). These findings indicate that Stressor (X1) and Work Motivation (X2) have a simultaneous influence on the dependent variable, Work Performance (Y).

3) Coefficient of Determination (R^2)

Table 12. Coefficient of Determination Analysis Result (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,757	0,573	0,542	0,4310

Source: Data Processing Results (2022)

This coefficient value demonstrates the relationship between Stressor and Work Motivation on Work Performance, which is quite close because the R value is closer to one, the better the model is used. The results of the data processing are shown in table 12, where it can be seen that the Adjusted R Square value is 0.542. This value shows that the relationship between Stressor and Work Motivation on Work Performance. According to the value of the adjusted R square or the value of the coefficient of determination presented above, the variables of Stressor and Work Motivation can explain Work Performance by 0.542 times 100%, which is 54,2%. Meanwhile, the remaining 45,8% of Work Performance is influenced by other variables that are not included in the research model.

4.2. Discussion

4.2.1. The Effect of Stressors on Work Performance

Stressor Work is a condition in which there are one or more factors in the workplace that react with workers so that it interferes with physiological conditions and behavior in an employee, work stressors will arise when there is a gap between individual abilities and job demands. Work stressor is a variable (X1) in the study is a condition in which there are one or several factors in the workplace that react with workers so that it interferes with physiological conditions and behavior in an employee, work stressors will arise when there is a gap between individual abilities and demands work (Soesmalijah, 2003).

This work has six indicators including work conditions stressor, role stressor role ambiguity, interpersonal factor stressor, career development stressor, organizational

structure stressor, as well as work home view. The most influential indicator in this study is the respondents' answers about working conditions, namely statements about employees feeling a physical disturbance if they have a work schedule outside office hours, which is 24 people or 80%. Meanwhile, statements about employees feeling a physical disturbance if they have a work schedule outside office hours are 80% answered agree.

The test results for the work stressor variable (X1) on work performance (Y) yielded a t-statistic value of 3,455 and a t-table value of 2,052 such that $t\text{-statistic} > t\text{-table}$ ($3,455 > 2,052$) with a significant value for Stressor, which is 0,002 less than 0.05 ($0,002 < 0.05$), and a positive regression coefficient of 0.01. Thus, H_{01} is rejected and H_{a1} is approved, indicating that the stressor has a considerable and beneficial impact on job performance. If the stressor level is high, the performance of the personnel of BRI Unit Padangmatinggi, Padangsidimpun will grow; conversely, if the stressor level is low, their performance would decline.

It can be concluded and according to what is stated in the description of the variables, it can be seen that even though they work under pressure and have high work stress, the employees of BRI Unit Padangmatinggi still carry out their work well in accordance with the Company's Operational Standards and targets given by the company so that the employees of BRI Unit Padangmatinggi have high achievements of work.

The results of this study are in accordance with research conducted by Fakhnurozi & Pragiwani (2020) which states that stressors have a significant influence on work performance. Oemar & Gangga (2017), Hidayatullah & Elpanso (2017), Andayani (2019) and Sutanto et al. (2021) discover that depending on how individuals manage their stress levels, stressors have the ability to boost job performance in situations where stress has the capacity to do so. If there is no stress, there is no performance challenge, and performance tends to be poor, making it harder to generate job performance. As stress rises, performance tends to rise because it enables people to deploy all available resources to fulfill job demands.

4.2.2. The Effect of Work Motivation on Work Performance

Motivation is an impulse within and outside the individual that causes the individual to try to get what he wants to fulfill his satisfaction. In the context of work motivation, it can be interpreted as an encouragement that makes an individual contribute maximally to his tasks to achieve certain targets or goals, where these targets have an impact on self-satisfaction. A motivated individual will put forth greater effort than an unmotivated one. Work motivation which is a variable (X2) in this study is motivation is a condition or energy that moves employees who are directed or directed to achieve the company's organizational goals (Mangkunegara, 2017).

Work motivation has seven indicators, including physiological needs (basic needs), the need for security, affiliation or acceptance needs (social needs), esteem needs, self-actualization needs, hope employees and justice. The most influential indicator in this study is the respondents' answers about employee expectations, namely having opportunities and expectations that can be achieved by 86.7% answered agree.

The test results for the work motivation variable (X2) on work performance (Y) yielded a t-statistic value of 2,979 and a t-table value of 2,052, such that $t\text{-statistic} > t\text{-table}$ ($2,979 > 2,052$), with a significant value for work motivation of 0,006 less than 0,05 ($0,006 < 0,05$) and a positive regression coefficient of 0.047. Thus, H_{a2} is approved whereas H_{02} is refused. Therefore, work motivation has a positive and significant effect

on work performance, meaning that the higher the work motivation, the higher the work performance of the employees of BRI Unit Padangmatinggi, Padangsidimpuan; conversely, if work motivation is low, the performance produced by the employees of BRI Unit Padangmatinggi, Padangsidimpuan will be lower.

It can be concluded that the work motivation at BRI Unit Padangmatinggi, Padangsidimpuan has been able to motivate its employees to work even better so that employees can perform more optimally in their work. The existence of work motivation can make employees work more optimally in accordance with the goals and targets of the company.

The results of this study are in accordance with Zulkarnaen et al. (2018), Pang & Lu (2018) and Girsang et al. (2021) that work motivation has a positive and significant effect on employee work performance. Motivation for achievement shows an individual's interest in working better (Al-Musadieq et al., 2018), managing the workplace effectively, solving work-related problems, increasing the number of jobs and the quality of work and competing for better positions (Mahmoudi et al., 2017). High work motivation creates positive feelings towards work and is related to work so that employees will always be eager to improve their work performance (Dunggio, 2021).

4.2.3. The Effect of Stressors and Work Motivation on Work Performance

Work performance may be seen as the work accomplished by workers in the course of performing their duties. The results of the activity have been examined and appraised using indicators developed by the management team in accordance with processes centered on the desired outcomes and the observance of implementation standards. Motivation is the consequence of a person's labor in completing duties allotted to him based on his talents, experience, sincerity, and time. Work Performance, which is the study's variable (Y), is the work accomplished by a person in completing the duties allocated to him based on his talents, experience, sincerity, and time (Hasibuan, M. S., & Hasibuan, 2016).

According to the findings of the simultaneous test (F test) and the coefficient of determination test, the variables of work stressor and work motivation influence the variable of work performance simultaneously. Work stressor and work motivation on work performance reveal that Fstatistic is 18,143, which indicates that the Fstatistic value is more than the Ftable value which is $18,143 > 3,35$ or based on the sig value. Thus, 0,000 is less than 0,05 ($0,000 < 0.05$). These findings suggest that simultaneously Stressor (X1) and Work Motivation (X2) have a strong influence on the dependent variable of Work Achievement (Y). In the other side, the results of the coefficient of determination test indicate that R equals 0,757%, indicating that the link between work stresses and work motivation on job performance is rather tight. The above figure of the coefficient of determination indicates that Work Stressor (X1) and Work Motivation (X2) variables may explain Work Performance (Y) by 54,2%, while the remaining 45,8% is impacted by factors that are not explained by this research. Thus, H_{a3} is approved whereas H_{03} is refused.

Based on this theory, it can be said that work stressors and work motivation at BRI Unit Padangmatinggi, Padangsidimpuan will have an impact on increasing employee performance, and vice versa if work stressors and work motivation decrease, it will have an impact on decreasing employee performance.

The results of this study are in line with Maharani Ayudhia & Putri (2021) which states that the more factors that trigger work stress coupled with high work motivation can improve work performance. Likewise, Silalahi & Budiasih (2021) also found work motivation and work stress have a positive and significant effect on work performance where motivation to employees will encourage a strong work energy in a person to achieve the desired target and work stress provides work challenges for employees to always excel in their work (Apridar, 2019; Dharma, 2018; Dipboye, 2018; Reizer et al., 2019).

5. CONCLUSION

Based on the results of the study, the conclusions relating to the influence of stressors and work motivation on work performance for employees of BRI Unit Padangmatinggi, Padangsidimpuan are as follows:

- 1) Stressor positive and significant effect on the work performance of BRI employees Unit Padangmatinggi, Padangsidimpuan. This shows that high stressors will make employees have better performance.
- 2) Work motivation influences employee performance positively at BRI Unit Padangmatinggi, Padangsidimpuan. This indicates that the more the work motivation of an employee, the greater the individual's job performance in the organization.
- 3) Both stressors and job motivation have an effect on work performance. This indicates that the job performance of the staff of BRI Unit Padangmatinggi, Padangsidimpuan would rise as stressors and work incentive grow.

Based on the explanation of the above results, the following recommendations pertain to the effect of Stressors and Work Motivation on Work Performance:

- 1) To maintain stressor levels for employees, leaders can evaluate the team at the end of every month or every two months, regarding problems or obstacles related to work, and fellow employees. So that employees are expected to be able to control the source of work stress with mutual sharing and openness between employees and leaders in carrying out existing work.
- 2) Companies need to provide certainty of career paths with various existing aspects, taking into account what parameters are needed to get a career promotion, certainty of this career path such as looking at their competency test scores, length of work and their performance during work so that leaders can make recommendations for promotions for employees who have high competency test scores or performance so that they can motivate employees to work even better.
- 3) Companies also need to check the accuracy and accuracy of employee performance in completing their work, for example by conducting comprehensive daily audits to prevent loss to the company.

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