

Stress Management and Productivity in Indonesia

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Abstract : This study examines the influence between stress management, work discipline, and work productivity in Indonesia. Collecting data in this study using interviews of 150 people who work in various fields selected by random sampling. The results of our interviews are quantized in three types of quantization, namely the level of stress management objects, work discipline objects, and work productivity objects. We conduct interviews once a year in the period from 2000 to 2019. So that consistency and movement of data are formed every year. To understand the influence of these three variables, we use vectoring using autoregression vector or VAR Model. We found that stress management plays a key role in encouraging work productivity and keeping a person with high work discipline and has a significant positive effect on stress management in the future. This means that a person who has good stress management can maintain his stress management ability in the future so that he can continue to maintain work productivity and work discipline.

Keywords: Mental Health, Work Productivity, Property Industry

JEL Classification : C01,E24,J24, J43

1 INTRODUCTION

In everyday life, every individual is never separated from problems. Starting from problems related to family (children, parents), work, and interpersonal relationships. For example, the number of bills that must be paid at the end of the month, office work that is always faced with deadlines, children who are always fussy, and so on. These problems are known as stress. However, not all stress has a negative connotation. Birth of a child, promotion, graduation, are examples of positive stress (eustress). In this article, the focus of the discussion is stress in a negative context including how to cope with or resolve the stress. There are so many definitions that explain the notion of stress. The majority of people refer to stress as something that happens to them, in the form of pleasant or unpleasant events. Others define stress as something that affects the body, mind, and behavior as a form of

response to an event. From the two descriptions of stress, it can be seen that the essence of stress is the involvement of events and our response to those events. However, the most important thing that becomes a critical factor is how we think about the situation (Fink,2016). Talking about stress, sometimes raises the question, is stress good? Is stress healthy? The answer could be yes or no. Why? Basically, with stress, we can train mental endurance so that it becomes stronger in dealing with unpleasant circumstances or conditions. But if stress is allowed to continue, then our daily lives can be disrupted because of it. When faced with a stressful situation, we will automatically carry out an evaluation process using mental capacity. Starting from the decision to call the situation scary or not, how the process is resolved, and what abilities we can use. If we see that the situation is more severe than our ability to solve it, it can be said that this situation is stressful and triggers a reaction in the form of a response to stress. Conversely, if we feel able to solve the problem, then our assessment of the situation is not something stressful.

The existence of this stress will bring its own effects for individuals who experience it, both physical effects (eg headaches, heart attacks, etc.) and psychological effects. Physical effects such as suffering from headaches, stomach cramps, or even sudden heart attacks for some individuals. Meanwhile, the psychological effects that can arise from stress include a prolonged feeling of sadness, often looks angry, daydreaming, etc. The severity of the effects caused by stress is highly dependent on the individual's ability to exercise control over his life, which is one of the basic foundations in the concept of stress management. Stress management is about how we do an action by involving thinking activities, emotions, plans or implementation schedules, and ways to solve problems. Stress management begins with identifying the sources of stress that occur in life. This step is not as easy as we imagine. Sometimes the source of the stress we face is not clear and without realizing it, we don't pay attention to stress as a step to minimize the burden of thoughts, feelings, and behavior. For example, we agree that work that is chased by deadlines always causes discomfort, but because we don't care about the effects, we become accustomed to always working. Another stress management is doing fun activities. These activities can be related to hobbies or doing something with the people we care about, for example traveling to favorite places, visiting new places, and so on. In addition, getting used to a healthy lifestyle is also an effective way for us to survive stress. The easy steps are to do light exercise regularly, maintain nutritious food intake, avoid alcohol, cigarettes, and illegal drugs, and reduce sugar and caffeine content

(Seaward,2016).

In the current era of globalization, competition in the business world and work is very tight and fast. Every company must increase productivity so that they are able to compete with competitors and other companies. Good employee productivity will increase profits in the company and can influence the success of a company to achieve a goal. Human resources in an organization have a large enough influence to achieve goals in the organization, thus companies are required to manage their employees in such a way so that an optimal balance is obtained for employees and the company itself. Companies that do not have good resource management can cause losses and worsen the image of the company because it feels unable to have qualified and competent human resources. The problem that is often faced by companies is employee discipline, either directly or indirectly. This can be caused by high work pressure, work fatigue, and work stress, and many more that are faced by employees, especially those who have worked for a long time. Work discipline is a rule that occurs in companies. Obedience that must be obeyed by all employees, both written and unwritten.

Work discipline is defined as an attitude, behavior, and actions that are in accordance with the regulations of the organization in written form or not. For the smooth implementation of duties and work and to ensure the maintenance of order and to correct and educate employees who make mistakes, companies need to the existence of regulations regarding discipline. Regulations that are interpreted in the company such as attendance on time, completing assignments on time, and leaving the workroom for no apparent reason that is not in accordance with company regulations. Then work discipline is needed to be obeyed and obeyed by employees in the company. Discipline is an awareness and willingness of a person to comply with all company regulations and applicable social norms. This greatly encourages passion in work, morale, and the realization of company and employee goals. implemented and maintained in order to increase productivity within the company. Job stress is a reaction that arises due to the lack of balance between the personality characteristics of employees and the characteristics of aspects of their work and can occur in all working conditions (Bugdol, 2018).

Stress can be defined as a person's adaptive response to stimuli that place excessive psychological or physical demands on the person. Work stress if not managed properly will have a negative impact on employee productivity. Work stress is a condition of tension that

affects the emotions, thought processes, and physical conditions of a person at work. So, job stress can be interpreted as feedback on employees physically and psychologically to the wishes or demands of the organization. Stress is also a factor that can put pressure on productivity and the work environment and can interfere with the individual in carrying out his activities. Work productivity is the ability of employees to produce compared to the inputs used, an employee can be said to be productive if he is able to produce goods or services as expected in a short or appropriate time (Peterson, 2018).

2 LITERATURE REVIEW

Product is (output a thing produced), production activity or process of producing something (the act producing). productivity is the improvement of the production process. Increased production means comparing the improved number of resources used with the number of goods and services produced. Work productivity is a measure that shows the consideration between inputs and outputs issued by companies that have a role in labor per unit of time. an employee should have high work productivity, basically work is not solely aimed at getting as much work as possible but the quality of work is also important to note. An employee can be said to be productive if the employee is able to produce output that is in accordance with the standards set by the company. Productivity is the relationship between tangible and physical results (goods) or services with actual inputs. Based on the above understanding, the authors can conclude that productivity is a comparison of the results achieved by a worker at a certain time with the resources used. Work productivity is a universal concept that aims to provide more goods and services that are used by many people, with fewer real resources. Productivity can be interpreted as the ability of employees to do work and produce goods (output) in accordance with the provisions that have been set at a certain time unit. Humans (employees) are an important resource and are the goal of development, so managers must increase employee productivity not at their expense, but at the expense of wasted time, reduction of unnecessary staff and bureaucracy, and so on (Greco et al,2021).

Work discipline is a trait that arises from within a person or other individual and is applied to company regulations and is not allowed to be violated. Work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior as well as an effort to increase one's awareness and willingness to comply with all applicable company regulations. Work discipline is an awareness of one's willingness to obey all

company regulations and applicable social norms. Work discipline needs to be implemented effectively in the company, because that the application of effective work discipline can also increase work productivity within the company. Job stress is a feeling that suppresses or feels pressured by employees in dealing with work. Symptoms caused by work stress include unstable emotions, feeling uneasy, being alone, difficulty sleeping, excessive smoking, not being able to relax, anxiety, tension, nervousness, increased blood pressure, and digestive disorders. Stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes, and conditions of an employee. perceive uncertain and important. Job stress is caused by an imbalance between the personality characteristics of employees and the characteristics of aspects of work in all working conditions. Stress is the body's reaction to situations that seem dangerous or difficult, stress makes the body produce the hormone adrenaline which functions to defend itself.

Stress is a part of human life. Mild stress is useful and can spur someone to think and try to think and try faster and harder so that they can answer the challenges of everyday life. Mild stress can stimulate and give a sense of more excitement in a life that is usually boring and routine. But too much stress and continuous, if not addressed, will be harmful to health. Stressors are factors in human life that result in a stress response. Stressors can come from various sources, both from physical, psychological, and social conditions, and also appear in work situations, at home, in social life, and other external environments. Stressors can be tangible or physical (such as air pollution) and can also be related to the social environment (such as social interactions). Individual thoughts and feelings that are perceived as a threat, both real and imagined, can also be a stressor. Age is one of the important factors that cause stress, the older a person gets, the easier it is to experience stress. This is partly due to physiological factors that have experienced a decline in various abilities such as visual abilities, thinking, remembering, and hearing. Work experience also affects the emergence of work stress. Individuals who have longer work experience tend to be more susceptible to pressures at work, than individuals with less experience (Ivancevich & Ganster, 2014).

Labor productivity in economic terms is defined as a mathematical comparison between the results of work achieved with the number of resources used in production. This comparison requires work productivity indicators to measure it so that a clear calculation of the final results achieved can be obtained. A company will

strive to realize the productivity of the company's work both individually from employees and as a company organization. That is why, a company seriously evaluates the performance of its employees, because there is a profit target to be achieved. The higher the work productivity, the greater the company's profit. The quantity of work or the amount of work produced by company employees becomes the first assessment indicator for the company. If the employee works with a quantity that exceeds the company's target, it can be judged that this indicator has been successful.

However, if a low comparison value is obtained, the company must make improvements to why employees produce low work compared to the company's target. It could be that individual productivity factors have not been met properly so that employees are not comfortable working and the results are not optimal. If the quantity is quantity, then the next indicator is quality which relates to the quality of products produced by employees. The best ability of an employee in completing his task technically is called quality. The better the work quality of an employee, the better the productivity will be. Quality may not be obtained or the achievement is low if, in terms of employee HR development, the company has a little stake in the process of developing it. Promotion and development of the company's human resources must be in line with the development of the related company so that employees feel happy and can work more productively. The quality of work is low, even though the quantity is high, the results will still be small. So, the quantity that is already good must be supported by the best quality of work so that productivity will be superior (Sickles & Zelenyuk, 2019). Timeliness related to work results is the perception of an employee who is expected to be there from the start when completing work. Maximizing processing time to get better work output is required from an employee. Maximizing this work time will be associated with other activities carried out by employees. If the achievement of timeliness resulting from the performance of an employee is good enough, then the effect of the company's work productivity will also be better.

3 RESEARCH OBJECTIVE AND METHODOLOGY

This study examines the influence between stress management, work discipline, and work productivity in Indonesia. Collecting data in this study using interviews of 150 people who work in various fields selected by random sampling. The results of our interviews are quantized in three types of quantization, namely the level of stress management objects, work discipline objects, and work productivity objects. We conduct interviews once a

year in the period from 2000 to 2019. So that consistency and movement of data are formed every year. To understand the influence of these three variables, we use vectoring using autoregression vector or VAR Model. With the autoregression vector model as follows:

$$\begin{aligned} \text{WORK_PRODUCTIVITY} &= \\ C(1,1)*\text{WORK_PRODUCTIVITY}(-1) &+ \\ C(1,2)*\text{WORK_PRODUCTIVITY}(-2) &+ \\ C(1,3)*\text{WORK_DISCIPLINE}(-1) &+ \\ C(1,4)*\text{WORK_DISCIPLINE}(-2) &+ \\ C(1,5)*\text{STRESS_MANAGEMENT}(-1) &+ \\ C(1,6)*\text{STRESS_MANAGEMENT}(-2) + C(1,7) & \end{aligned}$$

$$\begin{aligned} \text{WORK_DISCIPLINE} &= C(2,1)*\text{WORK_PRODUCTIVITY}(-1) + C(2,2)*\text{WORK_PRODUCTIVITY}(-2) + \\ C(2,3)*\text{WORK_DISCIPLINE}(-1) &+ \\ C(2,4)*\text{WORK_DISCIPLINE}(-2) &+ \\ C(2,5)*\text{STRESS_MANAGEMENT}(-1) &+ \\ C(2,6)*\text{STRESS_MANAGEMENT}(-2) + C(2,7) & \end{aligned}$$

$$\begin{aligned} \text{STRESS_MANAGEMENT} &= \\ C(3,1)*\text{WORK_PRODUCTIVITY}(-1) &+ \\ C(3,2)*\text{WORK_PRODUCTIVITY}(-2) &+ \\ C(3,3)*\text{WORK_DISCIPLINE}(-1) &+ \\ C(3,4)*\text{WORK_DISCIPLINE}(-2) &+ \\ C(3,5)*\text{STRESS_MANAGEMENT}(-1) &+ \\ C(3,6)*\text{STRESS_MANAGEMENT}(-2) + C(3,7) & \end{aligned}$$

4 RESULTS AND DISCUSSION

The following are the results of the auto regression vector estimation:

$$\begin{aligned} \text{WORK_PRODUCTIVITY} &= \\ 0.195463470389*\text{WORK_PRODUCTIVITY}(-1) &- \\ 0.676085242484*\text{WORK_PRODUCTIVITY}(-2) &+ \\ 2319.46986639*\text{WORK_DISCIPLINE}(-1) &- \\ 2347.66334656*\text{WORK_DISCIPLINE}(-2) &+ \\ 204.653609611*\text{STRESS_MANAGERESMENT}(-1)(-1) &+ \\ 18829358983.4 & \end{aligned}$$

$$\begin{aligned} \text{WORK_DISCIPLINE} &= 2.57465223949e-05*\text{WORK_PRODUCTIVITY}(-1) - 6.43056726674e-05*\text{WORK_PRODUCTIVITY}(-2) + \\ 2.17678175146*\text{WORK_DISCIPLINE}(-1) &- \\ 1.18534359021*\text{WORK_DISCIPLINE}(-2) &+ \\ 0.0235916990802*11655-153_MANAGE*11655 &+ \\ \text{STRESS_MANAGEMENT}(-2) + 185971.233412 & \end{aligned}$$

$$\begin{aligned} \text{STRESS_MANAGEMENT} &= \\ 0.00254299216537*\text{WORK_PRODUCTIVITY}(-1) &+ \\ 9.98825793326e-05*\text{WORK_PRODUCTIVITY}(-2) &- \\ 5.58273540031*\text{WORK_DISCIPLINE}(-1) &+ \\ 5.99250666273*\text{WORK_DISCIPLINE}(-2) &+ \end{aligned}$$

$$0.590188128416*\text{STRESS288_MANAGEMENT}*42(-255741) 2) +11839551.5315$$

We explain the estimation results and summarize them in table 1.

Table 1. Estimation Result

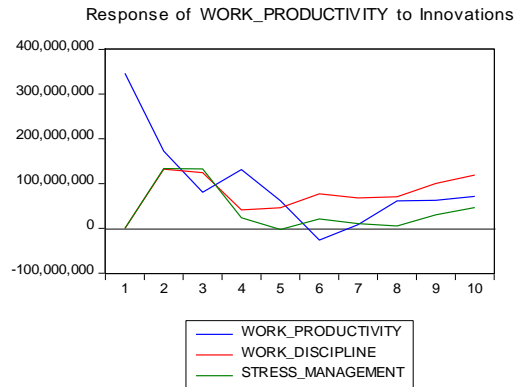
	WORK_PROD UCTIVITY	WORK_DIS CIPLINE	STRESS_MANA GEMENT
WORK_PRODUCTIVIT Y(-1)	0.195463	2.57E-05	0.002543
	-0.29717	-2.40E-05	-0.00071
	[0.65774]	[1.06231]	[3.57006]
WORK_PRODUCTIVIT Y(-2)	-0.676085	-6.43E-05	9.99E-05
	-0.34737	-2.80E-05	-0.00083
	[-1.94632]	[-2.26989]	[0.11996]
WORK_DISCIPLINE(-1)	2319.47	2.176782	-5.582735
	-1131.28	-0.09226	-2.71163
	[2.05030]	[23.5931]	[-2.05881]
WORK_DISCIPLINE(-2)	-2347.663	-1.185344	5.992507
	-1137.77	-0.09279	-2.72718
	[-2.06338]	[-12.7741]	[2.19733]
STRESS_MANAGEME NT(-1)	204.6536	0.023592	0.590188
	-96.23	-0.00785	-0.23066
	[2.12671]	[3.00601]	[2.55871]
STRESS_MANAGEME NT(-2)	-11.71333	-0.011655	-0.442256
	-71.992	-0.00587	-0.17256
	[-0.16270]	[-1.98507]	[-2.56289]
C	-1.88E+10	185971.2	11839552
	-6.90E+09	-564291	-1.70E+07
	[-2.72138]	[0.32957]	[0.71389]
R-squared	0.957905	0.999998	0.996757
Adj. R-squared	0.934944	0.999997	0.994987
Sum sq. resid	1.32E+18	8.78E+09	7.58E+12
S.E. equation	3.46E+08	28247.76	830203.8
F-statistic	41.71905	1020576	563.4076
Log likelihood	-375.0424	-205.5865	-266.4383
Akaike AIC	42.44915	23.62072	30.38203
Schwarz SC	42.79541	23.96697	30.72829
Mean dependent	2.65E+09	2.44E+08	1.16E+08
S.D. dependent	1.36E+09	16953462	11726074
Determinant resid covariance (dof adj.)		3.17E+37	
Determinant resid covariance		7.23E+36	
Log likelihood		-840.4626	
Akaike information criterion		95.71806	
Schwarz criterion		96.75683	
Number of coefficients		21	

From the estimation results, it can be seen that work productivity in the short term has no significant effect on future work productivity or t + 1, and stress management. However, work productivity has a significant positive impact on work discipline. However, work productivity in the long term has a significant effect on future work productivity or t+1, work discipline, and stress management.

Work discipline in the short term has a significant positive effect on work productivity. But it is not significant in the future work discipline or $t + 1$. And a significant negative effect on Stress Management. In the long term, it has a significant positive effect on work productivity and works discipline in the future or $t+1$. And a significant negative effect on stress management.

Stress management has a significant positive effect both in the long and short term on work productivity, work discipline, and stress management.

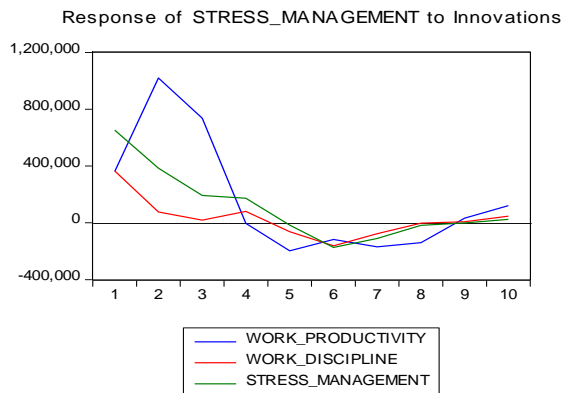
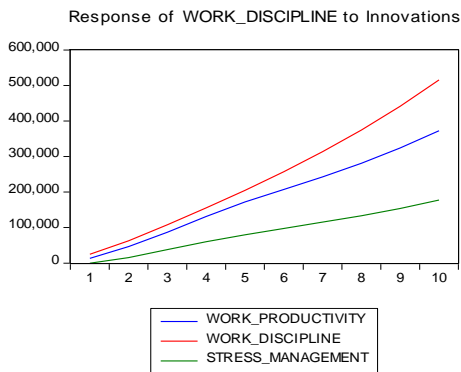
From the results of this influence, stress management plays a key role in encouraging work productivity and keeping a person with high work discipline and has a significant positive effect on stress management in the future. This means that a person who has good stress management can maintain his stress management ability in the future so that he can continue to maintain work productivity and work discipline. To clarify the influence, the impulse response graph is presented in Figure .1

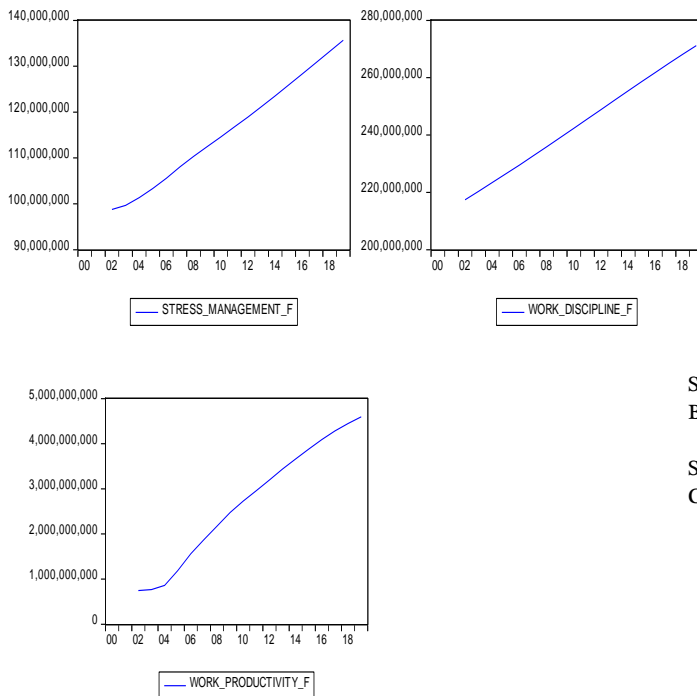


From the impulse response graph in Figure 1, it can be seen that the influence on each variable where every change in one variable will be responded to by other variables. To clarify the impact of stress management and work discipline, it can be clarified with a forecasting graph of the impact of stress management and work discipline on work productivity in Figure 2.

Figure .1. Impulse and Response Graph

Figure 2. Forecasting Graph





Seaward,BL. (2016). *Essentials of Managing Stress*. Burlington : Jones & Bartlett Learning

Sickles,R.C., Zelenyuk,V. (2019). *Measurement of Productivity and Efficiency*. Cambridge : Cambridge University Press

From the forecasting results, the influence of each variable can be seen as a graph with an upward trend, which means that the three variables push each other so that a forecasting graph is formed as shown in Figure 2.

5 CONCLUSION

Stress management plays a key role in encouraging work productivity and keeping a person with high work discipline and has a significant positive effect on stress management in the future. This means that a person who has good stress management can maintain his stress management ability in the future so that he can continue to maintain work productivity and work discipline.

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