The Influence of Self Esteem and Job Stress on Employees Performance by Job Satisfaction as An Intervening Variable in PT Binor Karya Mandiri Paiton Probolinggo

Nailin Nikmatul Maulidiyah

Faculty of Islamic Economics and Business Insitut Ilmu Keislaman Zainul Hasan Genggong Kraksaan Probolinggo

* Corresponding author: nailinnikmatul@gmail.com

INTRODUCTION

Human resources are one of the important elements that play a large role in a company. This is related to the role of human resources in moving the company so that its goals can be achieved. PT. Binor Karya Mandiri Paiton Probolinggo is one of the companies engaged in the field of Supply Labor Services, building construction, Electrical, Mechanical, Cleaning Service, IT, Computers, Car Rental and Procurement of goods and services, which in the future must compete with other companies in the same business field. Therefore, to face increasingly fierce competition PT. Binor Karya Mandiri Paiton Probolinggo strives to show the quality of the company by preparing everything related to its business fields, including human resources who are professional and experts in their fields, good management, supporting equipment and sufficient capital to support all existing business activities (www.ptbkmbinor.com). PT Binor Karya Mandiri Paiton Probolinggo in carrying out its activities requires quality human resources. Mathis and Jackson (2006: 3) state that human resource management is a system design that applies in a company to ensure human talent and ability have been used effectively and efficiently in order to achieve the goals of the company. Based on this statement, we can know that human resources must be managed very well in order to improve the effectiveness and efficiency of a company. Companies must have employees with good performance in order to carry out tasks that have been charged well (Simamora, 2010: 339).

The quality of human resources in PT Binor Karya Mandiri can be measured from the performance of its employees. Mangkunegara (2008: 103) states that performance is a result of work achieved by an employee both in quality and quantity in completing the work in accordance with the burden and responsibility given to these employees. There are many factors that can affect employee performance at work, one of them is job satisfaction. According to Robbins (2003: 30) job satisfaction is an attitude shown by an employee to his job. The attitude is the result of the difference between the amount of remuneration that an employee has received and the amount of remuneration they believe they should receive from the results of completing their work. Based on this statement, we can know that employee job satisfaction must be achieved so that its performance is high in work. There are many factors that influence job satisfaction and employee performance, one of them is the employee's self-esteem while working. According to Dariuszky (2004: 6) explains that self esteem is a person's assessment of himself that he is able to pass the challenges of life and get happiness. Therefore, an employee must have high self-esteem at work, so that his work can be completed properly and his work performance can improve to support the achievement of company goals. In addition to self esteem, there are other factors that affect performance, that is job stress.

According to Handoko (2013: 200) job stress is a condition of tension that affects emotions, thought processes and conditions. As a result, stress that is too high can threaten a person's ability to deal with the surrounding environment, which ultimately interferes with the completion of his tasks so that his performance is disrupted. Based on this statement, job stress must be managed properly so as not to interfere with the ability of employees to complete their duties and have an adverse impact on their performance.
LITERATURE REVIEW

Self Esteem

According to Coopersmith (1967), self esteem is an evaluation that made by a person and usually relates to appreciation of himself and shows the level at which a person believes that himself able to complete his work, being important and valuable.

According to Dariuszyk (2004: 6) describes that self esteem is someone who is able to overcome life's challenges and gets happiness. Indications of self-esteem according to Coopersmith (1967) are:
1. Power
2. Significance
3. Virtue
4. Competence

Job Stress

Handoko (2013: 200) states that job stress is a condition of tension that affects emotions, thought processes and conditions. As a result, stress that is too high can threaten a person's ability to deal with the surrounding environment, which ultimately interferes with the completion of his tasks so that his performance is disrupted. Hasibuan (2003: 204) describe that someone who feels job stress will feel nervous, always feeling worried, causes a person to often become angry, aggressive, unable to relax or unable to cooperate.

Luthans (in Riva, 2006: 313) mentioned the indicators of job stress are:
1. Stressor of reorganization
2. Stressor of organization
3. Stressor of group
4. Stressor of individual

Job Satisfaction

According to Robbins (2003: 30) job satisfaction is an attitude shown by an employee to his job. The attitude is the result of the interaction between the amount of remuneration that an employee has received and the amount of remuneration they believe they should receive from the results of completing their work. According to Handoko (2013: 193) job satisfaction is a pleasant or unpleasant emotional state with which employees view their work. The indicators of job satisfaction according to Celluci, Anthony J and David L, Devries (1974) in Mas'ud (2004) are:
- Satisfaction with pay
- Satisfaction with promotion
- Satisfaction with co-workers
- Satisfaction with supervisor
- Satisfaction with work itself

Employee Performance

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

According to Mahsun (2006: 25) performance is an activity in realizing the goals, mission and vision of the company contained in corporate strategy planning. The indicators of employee performance according to Mangkunegara (2008:67) are:
1. Quality of work
2. Quantity of work
3. Responsibility
4. Cooperation
5. Initiative

RESULTS AND FINDINGS

Path Analysis

Path analysis is used to analyze casual relationships between variables where independent variables affect the dependent variable,
either directly or indirectly, through one or more intermediate variables. Each path is tested to show whether or not there is a direct and indirect influence of the existing research variables, namely self esteem (X1) and job stress (X2) on employee performance (Y) through job satisfaction (Z). The results of path analysis calculations can be seen in the following table:

<table>
<thead>
<tr>
<th>Table 1. The result of path analysis</th>
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<tbody>
<tr>
<td>Variabel Bebas</td>
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<tr>
<td>-----------------</td>
</tr>
<tr>
<td>Self esteem (X1)</td>
</tr>
<tr>
<td>Job stress (X2)</td>
</tr>
<tr>
<td>Self esteem (X1)</td>
</tr>
<tr>
<td>Job stress (X2)</td>
</tr>
<tr>
<td>Job satisfaction (Z)</td>
</tr>
</tbody>
</table>

### THE INFLUENCE OF SELF ESTEEM ON JOB SATISFACTION

Based on Table 1 it can be seen that the testing of self esteem variable (X1) to job satisfaction (Z) has a beta value (β) of 0.494, it means that if X1 is raised by 1 unit then it will increase Z by 0.494, against variable Z with t-count value 4.873 greater than t-table (1.996) with p value 0.000 <0.050 so that H1 is accepted. This is consistent with the research conducted by Salangka and Dotulong (2015) which shows the results that self esteem has a positive and significant influence on job satisfaction. However, there are also studies that are not in accordance with the results of this study, namely research conducted by Sebayang (2017) which states that self esteem has a negative and significant influence on employee performance.

### THE INFLUENCE OF JOB STRESS ON JOB SATISFACTION

Based on Table 1 it can be seen that the testing of job stress variable (X2) on job satisfaction (Z) has a beta value (β) of -0.274, it means that if X2 is raised by 1 unit it will decrease Z by 0.274 meaning that the higher job stress, the lower job satisfaction of employees. The results of this study are in accordance with the results of research conducted by Kusuma et al (2015) which states that job stress has a negative and significant influence on job satisfaction.

### THE INFLUENCE OF SELF ESTEEM ON EMPLOYEE PERFORMANCE

Based on Table 1 it can be seen that the testing of the variable self esteem (X1) on employees performance (Y) has a beta value (β) of 0.312, it means that if X1 is raised by 1 unit it will increase Y by 0.312 meaning that the variable X1 has a significant effect on the variable Y with t-value of 3.101 is greater than t-table (1.996) with p value 0.003 <0.050 so that H2 is received, in accordance with the research conducted by Sebayang and Sembiring (2017) which shows the results that self esteem has a positive and significant effect on performance.

### THE INFLUENCE OF JOB STRESS ON EMPLOYEE PERFORMANCE

Based on Table 1 it can be seen that the testing of the job stress variable (X2) on job satisfaction (Y) has a beta value (β) of -0.271, it means that if X2 is raised by 1 unit then it will decrease Y by 0.271 meaning that the variable X2 has a negative effect significant to variable Y with t-count value of -2.977 (regardless of negative sign) greater than t-table (1.996) with p value 0.004 <0.050 so that H4 is accepted. This is consistent with the research of Juniantara (2015) which states that job stress has a positive and significant effect on work job stress (X2) a variable which affects employee performance.

### THE INFLUENCE OF JOB SATISFACTION ON EMPLOYEE PERFORMANCE

Based on Table 1 it can be seen that the testing of the job satisfaction variable (Z) on employees performance (Y) has a beta value (β) of 0.351, it means that if Z is raised by 1 unit it will increase Y by 0.351 meaning that variable Z has a significant positive effect on variable Y with t-count value of 3.388 is greater than t-table (1.996) with p value 0.000 <0.050 so that H5 is accepted, in accordance to the research of Junita (2015) which states that job satisfaction has a positive and significant effect on performance which means higher job satisfaction the work of an employee, the employee's performance will also be higher.

### Calculation of Path Analysis

After the hypothesis test is carried out and all independent variables have a significant effect on the dependent variable, the next step is to examine whether there is a direct or indirect influence. Based on the existing path coefficient, the direct, indirect and total influence can be calculated as follows:

a. Calculating the influence of variabel X1 on Z

   Direct : X1 → Z = 0.494
   Indirect : None
   Total Effect : 0.494 or 49.4%

b. Calculating the influence of variabel X2 on Z

   Direct : X2 → Z = -0.274
   Indirect : None
   Total Effect : -0.274 or -27.4 %

c. Calculating the influence of variabel Z on Y

   Direct : Z → Y = 0.351
   Indirect : None
   Total Effect : 0.351 or 35.4 %

d. Calculating the influence of variabel X1 on Y

   Direct : X1 → Y = 0.312
   Indirect : X1 → Z → Y = (0.494)(0.351) = 0.173
   Total Effect : 0.312 + 0.173 = 0.485 or 48.5 %

e. Calculating the influence of variabel X2 on Y

   Direct : X2 → Y = -0.271
   Indirect : X2 → Z → Y = (-0.274)(0.351) = -0.096
   Total Effect : -0.271 - 0.096 = -0.367 or -36.7 %

Based on the calculation of the path-coefficient above we can know that the total effect of self esteem (X1) on performance (Y) is equal to 0.485 or 48.5% with details of direct effect of 0.312 or 31.2% and indirect effect of 0.173 or 17.3% while the effect of total job stress (X2) on employees performance (Y) is -0.367 or -36.7% with details of direct effect of -0.271 or 27.1% and indirect effect of -0.096 or 9.6%. The effect of job satisfaction variable (Z) on employees performance (Y) is 0.351 or 35.1%. Based on the calculations that have been done and from the results obtained it can be concluded that self esteem (X1) and job work stress (X2) affect employee performance (Y) through job satisfaction (Z).

### CONCLUSION

Self esteem has a positive and significant effect on the employees job satisfaction of PT Binor Karya Mandiri Paiton Probolinggo, job stress has a negative and significant effect on the employees job satisfaction of PT Binor Karya Mandiri Paiton Probolinggo, self
esteem has a positive and significant effect on the employees performance of PT Binor Karya Mandiri Paiton Probolinggo, job stress has a negative and significant effect on the employees performance of PT Binor Karya Mandiri Paiton Probolinggo, job satisfaction has a positive and significant effect on the job satisfaction of PT Binor Karya Mandiri Paiton Probolinggo, self esteem has a positive and significant effect on the employees performance of PT Binor Karya Mandiri Paiton Probolinggo through job satisfaction, job stress has a negative and significant effect on the employees performance of PT Binor Karya Mandiri Paiton Probolinggo through job satisfaction.

References:

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