

Employee Performance is Influenced By Leadership Style and Work Stress at Food And Beverage Company

by Mohamad Nur Singgih

Submission date: 20-Jul-2023 12:20PM (UTC+0700)

Submission ID: 2133914254

File name: adership_Style_and_Work_Stress_at_Food_And_Beverage_Company.docx (35.96K)

Word count: 2078

Character count: 13468

Employee Performance is Influenced By Leadership Style and Work Stress at Food And Beverage Company

Mohammad Nur Singgih^{1[0000-0003-1391-2722]} and Roby Nur Akbar^{1[0000-0002-4750-5722]}

¹University of Merdeka Malang

Abstract. Leadership style and work stress are factors that influence employee performance in organizations. Effective leadership style can increase employee motivation, communication, and performance, while ineffective leadership style can create degradation of employee motivation and performance. High work stress can also reduce employee performance because it can cause fatigue, anxiety, and mental health problems. Therefore, it is important for organizations to pay attention to effective leadership styles and manage employee work stress levels so as to improve overall employee performance. The population consists of 40 employees at CV. Brewok Group. The sampling method in this study is a saturated sampling technique or survey using all members of the population as samples. The data source used in this analysis is primary data, namely data sources directly conveyed to data collectors, including distributing questionnaires. In the questions posed to respondents, the Likert scale was used as a measure of the answers. This study used quantitative data. This analysis technique is multiple linear regression, while for data analysis using SPSS 25. Leadership style influences employee performance. Existing and applied leadership styles affect the extent to which employees contribute to work. Work stress can be managed properly by employees so that it becomes a motivation to further improve employee performance. Leadership style and work stress simultaneously have a positive and significant effect on employee performance. Thus the hypothesis in this study has been proven and can be accepted.

⁵Keywords: Leadership Style, Work Stress, Employee Performance

1. Introduction

Leadership is the ability to shape the behavior of others. Leaders have great responsibility in physical and spiritual activities for the running of an organization (1) (2). Directions from a leader (leader) had a great influence on his pathmind set employees in carrying out their duties (3) (4). Therefore, every company requires the concept of leadership that is tenacious, firm, and characterized so as to be able to encourage employees to be more active and focus on their contribution efforts in order to achieve company goals (5). Employees see this as a leadership style because a leader usually has a unique technique for guiding them. In order to use a particular leadership style or method, a leader must have a plan and act according to his subordinates (6) (7). As a result, leadership exerts significant influence as a dynamic force that encourages, inspires and unites workers to achieve goals (8) (9). Because the leadership style fosters employee morale, creativity, and work attitude, it will encourage better performance from employees. Humans are capable of experiencing stress, which can be divided into two types: positive stress and negative stress (10) (11). When the stress level is reasonable, it maximizes motivation and performance and vice versa. Work stress can be a cause of disrupted employee performance. Employee performance and work stress are directly correlated (12) (13).

At the Food and Beverage company CV Brewok Group, employee performance affects revenue data. Target achievement in PT. Brewok Group in 1 year almost always achieved it's just that in May it was not achieved because in May it coincided with the holy month of Ramadan where many people were fasting which resulted in a decrease in turnover at CV. Brewok Group, this study aims to analyze the influence of leadership style and work stress on employee performance at CV. Brewok

Group, to analyze partially the effect of leadership style and work stress on employee performance at CV.Brewok Group, and analyze simultaneously the effect of leadership style and work stress on employee performance at CV.Brewok Group.

2. Theory

Employee performance is the result of one's work and work behavior over a certain period of time. Meanwhile, performance is defined as the behavior displayed by everyone in the form of work performance created by employees in accordance with their functions within the company (14) (15) (16). Employee performance parameters include: Number of workers, quality (appropriateness), expertise, timeliness, cooperation skills (17). Performance refers to the embodiment of a process. Employee performance is influenced by several factors, namely the placement of positions that are not appropriate and there has never been harmony among employees (18) (19).

Leadership style means the attitude used by someone when influencing the attitudes of others to show that leaders must have a higher level of intelligence than their subordinates (20). Stress at work is a problem that might increase for workers. When at work stress is something that needs attention because it can be felt when employees get overloaded with work, work discomfort, and low levels of job satisfaction (21). The definition of stress is an internal condition due to physical demands (bodies), territoriality, and social conditions that are potentially disruptive and uncontrollable. This situation can interfere with daily activities, including when working (22).

The impact of work stress can cause people to often become emotional, experience high anxiety, think about individual processes and physical conditions. In addition, the impact of work stress, employees encounter many stressors that refer to and hinder their performance, such as often angry, sensitive and hyperactive, unable to relax, emotionally unstable, unable to socialize, and feeling ostracized (23). Furthermore, based on several previous literature reviews and studies that have been described, the following is the formulation of the research hypothesis.

H1: It is suspected that leadership style and work stress have a partial positive and significant effect on the performance of CV. Brewok Group employees

H2: It is suspected that leadership style and work stress have a positive and significant effect simultaneously on the performance of CV.Brewok Group employees

3. Method

This study classifies variables into 2 types including: independent variable (independent variable) and dependent variable (dependent). Operational definitions are specifications and research variables that actually work together using empirical measurements. Data collection techniques were carried out using Google Forms online with questions distributed to respondents. The population consists of 40 employees at CV.Brewok Group. The sampling method in this study is a saturated sampling technique or survey using all members of the population as samples. The data source used in this analysis is primary data, namely data sources directly conveyed to data collectors, including distributing questionnaires. In the questions posed to respondents, the Likert scale was used as a measure of the answers. This study used quantitative data. This analysis technique is multiple linear regression, while for data analysis using SPSS 25.

4. Results And Discussion

The results in this study were obtained from 40 employee respondents who had positions as barista, kitchen, cashier, and server at CV. Brewok Group. Respondents were 35 men and 5 women with an average age of 19-27 years and high school education/equivalent. F test results (simultaneous test results) obtained F count of 6.144. Meanwhile, the results for the F table are 3.24, where the calculated F value > (more than) F table is $6.144 > 3.24$. This suggests that factors such as leadership style and job stress are appropriate for evaluating the true value of an employee's performance or that these factors simultaneously have a large impact on an employee's performance.

The partial test shows that the t value for the leadership style variable is 2.722, while the t table value is 2.026. Then the hypothesis is accepted so that the variable of leadership style has a significant positive effect on employee performance. Work stress in the table obtained t count variable of 2.510 while the value of t table is 2.026. Then the hypothesis is accepted so that the variable of work stress has a significant positive effect on employee performance.

Leadership style has a significant and positive effect on employee performance. As a result of this positive influence, employees perform better when their leaders rate their leadership style high than when they rate their leadership style low. Employee performance is significantly increased by stress at work. Employees perform better when there is more stress at work. If employees are able to manage work stress effectively, this will be a challenge and motivation because work stress will not be a problem or a hindrance.

5. Conclusion

Leadership style influences employee performance. Existing and applied leadership styles affect the extent to which employees contribute to work. Work stress can be managed properly by employees so that it becomes a motivation to further improve employee performance. Leadership style and work stress simultaneously have a positive and significant effect on employee performance. Thus the hypothesis in this study has been proven and can be accepted.

References

1. Jiang J. Do feelings matter? The effect of leader affective presence on employee proactive customer service performance. *Int J Contemp Hosp Manag* [Internet]. 2020;32(7):2305–23. Available from: https://api.elsevier.com/content/abstract/scopus_id/85084288891
2. Kim SL. The Trickle-Down Effect of Abusive Supervision: The Moderating Effects of Supervisors' Task Performance and Employee Promotion Focus. *J Leadersh Organ Stud* [Internet]. 2020;27(3):241–55. Available from: https://api.elsevier.com/content/abstract/scopus_id/85087688184
3. Jarrah MAA. A model for measuring the direct and indirect impact of organisational culture factors and knowledge-sharing on the success of employee performance (field study in Jordanian Islamic banks sector). *Int J Manag Pract* [Internet]. 2020;13(1):103–28. Available from: https://api.elsevier.com/content/abstract/scopus_id/85076547086

4. Ahmed I. Employees' task performance and propensity to take charge: the role of LMX and leader's task orientation. *J Manag Dev* [Internet]. 2021;40(3):224–39. Available from: https://api.elsevier.com/content/abstract/scopus_id/85104233005
5. Cherian J. Corporate culture and its impact on employees' attitude, performance, productivity, and behavior: An investigative analysis from selected organizations of the United Arab Emirates (UAE). *J Open Innov Technol Mark Complex* [Internet]. 2021;7(1):1–28. Available from: https://api.elsevier.com/content/abstract/scopus_id/85100084250
6. Pancasila I. Effects of work motivation and leadership toward work satisfaction and employee performance: Evidence from Indonesia. *J Asian Financ Econ Bus* [Internet]. 2020;7(6):387–97. Available from: https://api.elsevier.com/content/abstract/scopus_id/85087391566
7. Hirschi A. Ambitious employees: Why and when ambition relates to performance and organizational commitment. *J Vocat Behav* [Internet]. 2021;127. Available from: <https://api.elsevier.com/content/article/eid/1-s2.0-S0001879121000488>
8. Lemonaki R. Burnout and job performance: a two-wave study on the mediating role of employee cognitive functioning. *Eur J Work Organ Psychol* [Internet]. 2021;30(5):692–704. Available from: https://api.elsevier.com/content/abstract/scopus_id/85101620017
9. Chowdhury S. AI-employee collaboration and business performance: Integrating knowledge-based view, socio-technical systems and organisational socialisation framework. *J Bus Res* [Internet]. 2022;144:31–49. Available from: <https://api.elsevier.com/content/article/eid/1-s2.0-S0148296322000819>
10. Yang SY. Employee Stress, Job Satisfaction, and Job Performance: A Comparison between High-technology and Traditional Industry in Taiwan. *J Asian Financ Econ Bus* [Internet]. 2021;8(3):605–18. Available from: https://api.elsevier.com/content/abstract/scopus_id/85102237329
11. Bjaalid G. Institutional stress and job performance among hospital employees. *Int J Organ Anal* [Internet]. 2020;28(2):365–82. Available from: https://api.elsevier.com/content/abstract/scopus_id/85076878658
12. Anand S. A Multi-Level Model of I-deals in Workgroups: Employee and Coworker Perceptions of Leader Fairness, I-Deals and Group Performance. *J Manag Stud* [Internet]. 2022;59(2):489–517. Available from: https://api.elsevier.com/content/abstract/scopus_id/85112300885
13. Choi Y. A study of the influence of workplace ostracism on employees' performance: moderating effect of perceived organizational support. *Eur J Manag Bus Econ* [Internet]. 2020;29(3):333–45. Available from: https://api.elsevier.com/content/abstract/scopus_id/85092775799
14. Farrukh M. High-performance work practices do much, but H.E.R.O does more: an empirical investigation of employees' innovative behavior from the hospitality industry. *Eur J Innov Manag* [Internet]. 2022;25(3):791–812. Available from: https://api.elsevier.com/content/abstract/scopus_id/85102600174
15. Hauff S. High-performance work practices, employee well-being, and supportive leadership: spillover mechanisms and boundary conditions between HRM and leadership behavior. *Int J Hum Resour Manag* [Internet]. 2022;33(10):2109–37. Available from: https://api.elsevier.com/content/abstract/scopus_id/85095787415

16. Liu NC. High-performance work systems, management team flexibility, employee flexibility and service-oriented organizational citizenship behaviors. *Int J Hum Resour Manag* [Internet]. 2021;32(18):3912–49. Available from: https://api.elsevier.com/content/abstract/scopus_id/85071022198
17. Miao R. The high-performance work system, employee voice, and innovative behavior: The moderating role of psychological safety. *Int J Environ Res Public Health* [Internet]. 2020;17(4). Available from: https://api.elsevier.com/content/abstract/scopus_id/85079557247
18. Cheng B. Does customer incivility undermine employees' service performance? *Int J Hosp Manag* [Internet]. 2020;89. Available from: <https://api.elsevier.com/content/article/eid/1-s2.0-S0278431920300967>
19. Neves J. Employees balance and stability as key points in organizational performance. *Log J IGPL* [Internet]. 2022;30(4):664–78. Available from: https://api.elsevier.com/content/abstract/scopus_id/85107348150
20. Katsaros KK. The impact of leadership on firm financial performance: the mediating role of employees' readiness to change. *Leadersh Organ Dev J* [Internet]. 2020;41(3):333–47. Available from: https://api.elsevier.com/content/abstract/scopus_id/85083634580
21. Nguyen MH. Employer attractiveness and employee performance: an exploratory study. *J Syst Manag Sci* [Internet]. 2021;11(1):97–123. Available from: https://api.elsevier.com/content/abstract/scopus_id/85104268397
22. McLarty BD. Your boss is the problem and solution: How supervisor-induced hindrance stressors and LMX influence employee job neglect and subsequent performance. *J Bus Res* [Internet]. 2021;130:308–17. Available from: <https://api.elsevier.com/content/article/eid/1-s2.0-S014829632100196X>
23. Fan J. How do hotel employees' feeling trusted and its differentiation shape service performance: The role of relational energy. *Int J Hosp Manag* [Internet]. 2021;92. Available from: <https://api.elsevier.com/content/article/eid/1-s2.0-S0278431920302528>

Employee Performance is Influenced By Leadership Style and Work Stress at Food And Beverage Company

ORIGINALITY REPORT

19%

SIMILARITY INDEX

17%

INTERNET SOURCES

14%

PUBLICATIONS

5%

STUDENT PAPERS

PRIMARY SOURCES

1	Puput Suriyah, Anita Dewi Utami, Cahyo Hasanudin. "Effectiveness Of Vaksin Assisted Blended Learning Model On Student Learning Outcomes In Geometry", Jurnal Math Educator Nusantara: Wahana Publikasi Karya Tulis Ilmiah di Bidang Pendidikan Matematika, 2022 Publication	2%
2	repository.umi.ac.id Internet Source	2%
3	ojs.unimal.ac.id Internet Source	2%
4	repositori.uma.ac.id Internet Source	2%
5	www.researchgate.net Internet Source	2%
6	jmas.unbari.ac.id Internet Source	1%

7

Wahidin Wahidin, Nurul Rizqi Azizah. "The Effect of Principal Transformational Leaders and Work Motivation on Teacher's Performance", AL-ISHLAH: Jurnal Pendidikan, 2022

Publication

1 %

8

Submitted to Universitas Mataram

Student Paper

1 %

9

Damdam Damiyana, Nurdin, Sandi Nasrudin Wibowo, Irfan Maulana. "Effect of Leadership and Work Stress on Employee Performance at The Transportation Office of Cirebon Regency", Quantitative Economics and Management Studies, 2022

Publication

1 %

10

ijc.ilearning.co

Internet Source

1 %

11

Hongjie Chen, Jiepeng Chen, Fuping Zhang, Yuanhui Li, Ronghua Wang, Qiang Zheng, Xu Zhang, Jun Zeng, Feng Xu, Yiguang Lin. "Effective management of atherosclerosis progress and hyperlipidemia with nattokinase: A clinical study with 1,062 participants", Frontiers in Cardiovascular Medicine, 2022

Publication

1 %

12

openpsychologyjournal.com

Internet Source

1 %

13

repository.paramadina.ac.id

Internet Source

1 %

14

Jian Luo, Shuang Li, Lizhu Gong, Xueying Zhang, Siwei Wang. "How and when workplace ostracism influences employee deviant behavior: A self-determination theory perspective", *Frontiers in Psychology*, 2022

Publication

1 %

15

www.mdpi.com

Internet Source

1 %

16

I. G. B. Krisna Dwipayana, I. Gusti Made Suwandana. "The Effect of Leadership Style on Employee Retention at Ayodya Resort Bali with Non-Physical Work Environment as Moderating Variable", *European Journal of Business and Management Research*, 2021

Publication

<1 %

17

repository.fe.unj.ac.id

Internet Source

<1 %

18

jurnal.polines.ac.id

Internet Source

<1 %

Exclude bibliography On

Employee Performance is Influenced By Leadership Style and Work Stress at Food And Beverage Company

GRADEMARK REPORT

FINAL GRADE

/0

GENERAL COMMENTS

Instructor

PAGE 1

PAGE 2

PAGE 3

PAGE 4

PAGE 5
