

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

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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.

Keywords: 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.

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