The Effect Of Stress Management On Work Productivity In The Company Environment

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ABSTRAK

This study focuses on the problem of stress management and its influence on employee work productivity in a culinary company in Denpasar. High stress can affect employee performance, so it is necessary to make efforts to manage stress effectively. The purpose of this study is to analyze the relationship between stress management and employee work productivity. The method used is a quantitative approach with a questionnaire distributed to 127 respondents who are employees in various culinary companies. The data obtained were analyzed using simple linear regression to test the influence of stress management variables on productivity. This study uses the SPSS Version 25 analysis tool. The results showed that there was a positive and significant influence between stress management and employee work productivity, with the R Square value showing the proportion of productivity variation that can be explained by stress management. The conclusion of this study is that improved stress management can increase work productivity, so it is important for companies to implement effective stress management strategies. The implications of this study suggest that companies develop stress management programs, such as skills training and increased social support in the workplace, in order to create a healthier and more productive work environment. Thus, this study contributes to the understanding of the importance of stress management in the context of improving employee performance in the culinary industry, and can be a reference for further research in this field.

Keywords: Culinary companies, stress management, work productivity

Introduction

Human Resources is an important element that affects success and productivity in every company (Liana, 2020). In companies located in Denpasar, employee stress management is a key factor that can affect work productivity. When companies implement effective stress management strategies, employees will be better able to work optimally and maintain the quality of their performance (Anggraini, et.al., 2023). Thus, the company's productivity can increase significantly. A supportive work environment, coupled with good stress management, allows employees to complete tasks more quickly and efficiently, helping companies achieve the targets that have been set, one of which is companies engaged in the culinary sector (Purba, 2019). Culinary is a rapidly growing business field in Indonesia, where various food and beverage industries apply various techniques in serving their products (Fuadillah, et.al., 2021). Activities in the culinary industry involve the creative process of creating various menus and dishes carried out by each food company using hand skills and modern tools (Norvadewi & Zaroni, 2021). The culinary industry is spread throughout Indonesia with various concepts and innovations, including in areas such as Denpasar.
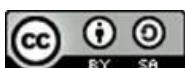
The existence of culinary companies in Denpasar since the last few years has had a positive impact on the economy of the surrounding community (Sulistyawati, 2023). Based on direct observation in the field, culinary companies provide significant job opportunities for local residents, especially housewives who are looking for additional income. Many of the employees, who previously only took care of the household, are now able to help their husbands meet the needs of the family. They can also finance children's education to a higher level. This reflects the important role of culinary companies not only as food providers, but also as drivers of the local economy, helping people improve their standard of living through stable employment (Maulana, 2024).

Stress in the work environment is a common phenomenon that occurs in many companies, including in the culinary industry in Denpasar. Causes of stress can come from a variety of factors, such as excessive workload, time pressure to complete orders quickly, or even interpersonal conflicts between employees (Simbolon & Simamora, 2023). In the culinary sector, for example, the demand to serve quality food in a short period of time often causes employees to feel pressured. This stress can negatively impact employee performance, decrease productivity, and affect the quality of service provided to customers (Salamon, et.al., 2023). If not managed properly, stress in the workplace can lead to burnout, high absenteeism rates, and even greater employee turnover, which can ultimately harm the company as a whole.

To overcome this problem, stress management is very important in maintaining employee mental health and increasing productivity in the company (Riyanto, et.al., 2024). Employees who have good mental health tend to be more focused, creative, and able to complete tasks more efficiently (Saba, 2024). By implementing effective stress management strategies, companies can create a supportive work environment (Altika & Susilawati, 2023). Common examples of stress management programs at culinary companies in Denpasar include the provision of counseling services for employees, training to improve time management skills, and the promotion of work-life balance through flexible scheduling. These programs help employees cope with the pressures they face, so they can work more calmly and productively, while creating a positive and collaborative work atmosphere. Thus, the company not only maintains the mental health of employees but also invests in productivity and operational sustainability.

The main objective of this study is to examine how stress management affects work productivity in companies, especially in the culinary sector in Denpasar. In this context, this study will explore the relationship between effective stress management and improved employee performance and company productivity. By understanding the factors that can cause stress and how they can be managed, companies can formulate better strategies to support their employees. This research is expected to show that good stress management not only helps employees cope with the stress they face at work, but also contributes to increased motivation, creativity, and work efficiency. When employees feel supported and have a good balance between work and personal life, they will be better able to provide optimal performance, which in turn will increase the overall productivity of the company (Muktar, et.al., 2024). Thus, this research will provide valuable insights for companies in creating a healthier and more productive work environment.

This research is important for companies, managers, and employees because it provides in-depth insights into how stress management can positively impact productivity and well-being in the workplace. For companies, the results of this study can help them identify effective strategies for managing stress among employees, which ultimately contribute to the achievement of business goals and improved overall performance. For managers, understanding the relationship between stress and

productivity allows them to create a more supportive work environment, facilitate better communication, and implement policies that focus on employee well-being. For employees, this study shows the importance of the support they receive in managing stress, so that they can work more effectively and minimize the negative impact of stress on their mental and physical health. The practical implications of the results of this study include the development of stress management training programs, improved work-life balance policies, and the provision of resources to help employees cope with stress. Thus, this research not only provides benefits for individuals but also creates a healthier and more productive work culture in the company.

Research methods

The research method used in this study is a quantitative approach, which aims to measure and analyze the influence of stress management on employee work productivity in culinary companies in Denpasar (Sugiyono, 2019). To collect the data, the researcher used a questionnaire distributed to 127 respondents who were employees of various culinary companies in the region. In this study, the SPSS analysis tool version 25 was used. This questionnaire is designed to obtain information about employees' experiences and perceptions related to stress management and its impact on their work productivity. With a quantitative approach, data analysis is carried out statistically to identify patterns and relationships between variables, resulting in objective and generalizable findings. The use of questionnaires as a data collection instrument allows for systematic measurement of variables, making it easier to conduct in-depth analysis of factors that affect employee work productivity in the culinary industry.
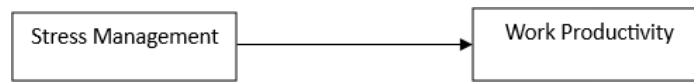

Figure 1. Research Design

RESULTS AND DISCUSSION

Validity

The validity test is an important step in this study, which aims to ensure that the instrument used, namely the questionnaire, can accurately measure the variable in question (Iin, 2018). This validity is important to ensure that the data obtained from respondents reflects reality and does not contain bias, so that the results of the analysis are reliable. In this test, we will evaluate the extent to which the items in the questionnaire are able to capture the concept to be measured, as well as ensure that each question is relevant and in accordance with the research objectives that have been set.

Table 1. Validity Test

Variable	Indicator	Questionnaire	Validity	Information
Stress Management	Time Management	Employees have flexibility in managing their working hours, even though they work in the culinary industry that operates into the night.	0,634	Valid
		A regular work schedule every day helps employees maintain a balance	0,658	

		between work and personal life, so they rarely need excessive overtime.	
	Planning & *Organizing*	Employees have adequate equipment and resources to work effectively, helping them manage their time well in culinary companies.	0,720
	Support from the leadership	Employers provide useful advice to help employees overcome constraints and manage time effectively in the field	0,681
		Employers make wise decisions to ensure efficient time management for employees at culinary companies	0,680
	Support from colleagues	Employees have colleagues who are ready to listen and help solve problems related to time management in work at a culinary company	0,404
Work Productivity	Professionalism at work	Employees at this culinary company carry out their duties with time discipline and responsibility according to professional standards	0,755
		Employees at this culinary company are able to maintain a professional attitude when facing urgent or stressful situations	0,699
	Self-development	Employees at this culinary company are given the opportunity to participate in training or skill development programs on a regular basis	0,700
		Employees feel driven to take the initiative in their personal and professional development in the company	0,732

Work efficiency	Employees have a clear understanding of work procedures, so they can work more efficiently in completing daily tasks	0,676
	The work environment in the company supports effective collaboration, which contributes to the efficiency of teamwork	0,397

The table presented shows the results of a questionnaire regarding stress management and work efficiency in culinary companies. First, in the aspect of time management, a validity value of 0.634 shows that the statement about employee flexibility in managing working time is quite reliable, even though it is still below the ideal threshold. This shows the need to increase flexibility in work scheduling. Furthermore, the planning and organizing indicator showed better validity, which was 0.720, which reflects the need for better planning and effective use of resources to improve efficiency.

In terms of support, the validity of support from the leadership reached 0.681, indicating that the leader provided quite good support, while the support from colleagues showed low validity at 0.404. This indicates a lack of support from colleagues, which can affect stress management in the work environment. In terms of professionalism, a validity value of 0.755 indicates that employees feel that professionalism in their workplace is sufficiently maintained, which is a positive indicator for productivity.

In terms of self-development, a validity of 0.700 indicates that employees feel encouraged to develop skills, which can contribute to efficiency and productivity. However, in terms of work efficiency, a low validity value, which is 0.397, indicates a problem in employee work efficiency. In conclusion, although some aspects, such as planning and professionalism, show good validity, there are weaknesses in peer support and work efficiency. Companies need to formulate better strategies to support employees in coping with stress and improve collaboration to achieve higher efficiency.

Reliability

The reliability test is a crucial stage in this study, which aims to measure the consistency and stability of the data collection instrument, namely the questionnaire (Hidayah, 2024). This reliability is important to ensure that the results obtained from the questionnaire are reliable and can be reproduced in the same measurement at different times (Darwin Damanik, 2024). In this test, we will evaluate the extent to which the items in the questionnaire provide consistent results when used on the same group of respondents, so that it can be ensured that these measures can be used to accurately describe the phenomenon being studied.

Table 2. Reliability Test

Variable	Reliability
Stress Management	0,672
Work Productivity	0,720

The table presented shows the reliability results for two variables, namely Stress Management and Work Productivity. The reliability value for Stress Management is 0.672, while for Work Productivity is 0.720. This reliability value provides an overview of the internal consistency of the measuring instruments used in the study. In general, a reliability value above 0.60 is considered adequate, which means that the instrument

used to measure Stress Management is already quite reliable, although there is still room for improvement. On the other hand, a value of 0.720 for Work Productivity indicates a higher level of consistency and reliability, so the measurement results for this variable are more solid. Thus, these results indicate that although both variables show acceptable reliability, more attention may need to be paid to improving consistency in Stress Management measurements. This is important so that subsequent analysis can provide more accurate and useful results for the development of stress management strategies and increase productivity in the company.

Simple Linear Regression

The simple linear regression test is a statistical analysis method used in this study to explore the relationship between independent variables and dependent variables (Anjeliyani, 2024). In the context of this study, we aim to identify the influence of stress management on employee work productivity in culinary companies. Using regression analysis, we can determine how much stress management variables contribute to changes in work productivity, as well as understand the patterns of relationships between the two variables. A simple linear regression test will provide in-depth insight into the dynamics and can be used as a basis for recommendations in stress management in the work environment. The following is the equation of a simple linear regression in this study.

$$y = 14{,}261 + 0{,}382x$$

In this analysis, an intercept value of 14.261 shows that when the independent variable has a value of zero, the dependent variable y is predicted to be 14.261. This reflects the basic value of yun-influenced by . A regression coefficient of 0.382 indicates that each increase in one unit on will increase the value by 0.382, indicating a positive relationship between the two; The greater the value, the higher the value. In other words, this equation reflects a linear relationship which means that the factors represented by have a direct effect on the outcome.

In the context of data analysis, if associated with variables such as work time or stress levels, this information can be used to forecast values based on the values obtained. For example, if it represents work productivity, an increase in value can contribute to that increase in productivity. However, it should be noted that although this model provides insight into the relationship between and , it is a simple model that does not take into account other factors that may also influence. Therefore, further analysis and testing for other variables may be necessary to obtain a more comprehensive understanding. Overall, this simple linear regression equation provides a good initial idea of the relationship between independent and dependent variables, and can be the basis for more in-depth analysis in the context of research.

Test T

The t-test is an important statistical analysis in this study, used to determine whether there is a significant difference between the average of two or more groups (Sujarweni, 2019). In the context of this study, the t-test will be applied to measure the difference in employee work productivity before and after the implementation of stress management in culinary companies. By conducting a t-test, we can evaluate whether the interventions carried out have a significant impact on employee productivity, so that the results of this analysis will provide a clear picture of the effectiveness of the stress management program implemented. This test is expected to support better decision-making in an effort to improve the welfare and performance of employees in the company.

Table 3. Test T

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Mr.
		B	Std. Error	Beta		
1	(Constant)	14.261	2.595		5.496	.000
	Stress Management	.382	.106	.308	3.618	.000

a. Dependent Variable: Work Productivity

Based on the results of the T test displayed, this model tests the influence of independent variables, namely Management and Stress, on the dependent variables of Work Productivity. A coefficient for Management of 0.382 indicates that each increase of one unit in Management corresponds to an increase of 0.382 units in Work Productivity, assuming the other variables remain constant. The standard error value for Management is 0.106, which indicates how far the coefficient estimate can fluctuate, with smaller values indicating more accurate estimates. In addition, the standard coefficient (Beta) for Management is 0.308, signifying the relative contribution of this variable to the dependent variable in standard units of deviation. The t-value for Management is 3.618, indicating that the coefficient is statistically significant. The significance value (p-value) of 0.000 is well below the general significance level (0.05), indicating that the influence of Management on Work Productivity is very significant. Thus, it can be concluded that Management has a positive and significant influence on Work Productivity; Improvements in management aspects are expected to increase work productivity. This result is very significant, so the null hypothesis that states that there is no influence of Management on Work Productivity can be rejected.

The findings from the analysis of the T test show that the Management variable has a positive and significant influence on Work Productivity. With a coefficient of 0.382, these results indicate that every increase of one unit in Management will be followed by an increase of 0.382 units in Work Productivity, providing empirical evidence that good management contributes to improved employee performance. This is in line with management theory which states that effective managerial practices, such as careful planning, efficient organization, and good supervision, can create a conducive work environment and motivate employees to work more productively. A t-value of 3.618 indicates that the Management coefficient is quite large, which means that there is a small chance that the observed influence occurs by chance. In addition, a very low significance value (p-value) (0.000) confirms that this result is not only statistically significant, but also practical, indicating that the influence of Management on Work Productivity is an important and relevant factor in the context of the organization.

Further analysis needs to be done to understand how other variables, such as Stress, interact with Management in influencing Work Productivity. Stress is often a barrier to productivity achievement, and in this context, it is worth considering whether good management can reduce employee stress levels, thus contributing further to productivity. Thus, these findings provide important implications for management practices in organizations. Effective management must be prioritized as a strategy to increase work productivity, taking into account factors that can affect employee performance, including stress reduction and improved work environment. This can encourage companies to

invest resources in managerial training and leadership development, to ensure that employees can work in a supportive and productive atmosphere.

Coefficient of Determination

The R Square test, or determination coefficient, is an important step in regression analysis used to measure how well regression models explain variations in dependent variables (Prena & Muliyawan, 2020). In this study, R Square will be used to evaluate the extent to which stress management can explain changes in employee work productivity in culinary companies. The R Square value obtained will provide information about the proportion of productivity variation that can be explained by stress management variables, as well as provide insight into the effectiveness of the regression model used. Thus, this analysis is expected to provide a deeper understanding of the relationship between the two variables and help in data-driven decision-making.

Table 4. Coefficient of Determination

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.308a	.095	.088	3.649

a. Predictors: (Constant), Manajemen Stress
b. Dependent Variable: Work Productivity

Based on the results of the model analysis shown, the R value is 0.308, which shows a fairly low positive relationship between the independent variables (Management and Stress) and the dependent variable (Work Productivity). An R-square (R^2) of 0.095 indicates that only 9.5% of the variation in Work Productivity can be explained by the Management and Stress variables. This means that mostly, i.e. 90.5%, variation in Work Productivity is influenced by other factors that are not included in this model. In addition, an Adjusted R Square value of 0.088 indicates that after considering the number of variables in the model, the contribution of the Management and Stress variables to Work Productivity remains low.

These findings indicate that although Management has a positive and significant influence on Work Productivity, other factors not analyzed in this study may also play an important role in influencing productivity. Therefore, it is important to conduct further research to identify and analyze other variables that can affect Job Productivity, such as work environment, motivation, or employee satisfaction. By understanding these additional factors, organizations can develop more comprehensive strategies to improve overall work productivity. Meanwhile, these results also emphasize the need to pay more attention to stress management and the implementation of better managerial practices in order to improve the effectiveness and performance of employees more significantly.

DISCUSSION

From the results of this study, it was found that worker productivity was significantly affected by stress, as evidenced in previous research by Imtiaz and Ahmad (2005); Halkos and Bousinakis (2010); Petreanu et al. (2013); Amankwah et al. (2015); and Mawanza (2017). These findings suggest that excessive and poorly managed stress negatively impacts company productivity and efficiency (Mardikaningsih & Sinambela, 2022). Construction managers hold a crucial role in treating workers as valuable assets that must be safeguarded. Attention to workers' welfare contributes directly to increasing their commitment and motivation at work (Jahroni et al., 2021; Ernawati et al., 2022). Strong commitment arises when workers feel cared for by their leaders, including

in terms of mental health and comfortable working conditions (Razali, 2006; Ernawati et al., 2020).

One of the important steps in maintaining productivity is the implementation of effective work stress management guidelines. These guidelines involve the ability to recognise the early signs of stress and place workers according to their qualifications so that they do not feel overburdened. Additional support, such as access to medical assistance, needs to be provided if workers begin to experience a decline in physical or mental condition. In addition, worker motivation and skills in managing stress play an important role in maintaining consistency and quality of work results. Effective stress management not only improves worker well-being but also ensures that company operations run smoothly. Thus, the implementation of the right strategies in supporting workers' mental health will increase productivity and ensure the sustainability and efficiency of the company (Retnowati et al., 2021; Putra et al., 2022).

Worker productivity can be affected by the work environment with significant results. This is in accordance with the findings of Ajala (2012); Leblebici (2012); Ali et al. (2013); Cloud (2015); Greetings et al. (2022). The work environment of construction workers is inherently dangerous and highly vulnerable to a stressful environment. For this reason, a better working atmosphere is needed for the workers so that their work can be completed more focused and productive (Hasan & Djaelani, 2021). Improving the work environment must at least be able to provide a sense of security and guarantee the safety of construction workers (Radjawane & Darmawan, 2022). Thus it is necessary to implement an occupational health and safety management system on construction projects. According to Koller (1989) the improvement is like a good work design and then must be investigated whether it can be applied to increase productivity and safety of the construction site. This must also be followed by increasing awareness and use of PPE equipment to workers more efficiently and providing safety orientation training and equipment awareness (Novita et al., 2022). Productivity and safety increase simultaneously along with better coordination with measures to improve working conditions on construction sites in a more preventive manner. Furthermore, the successful implementation of occupational health and safety policies can lead construction companies to gain a competitive advantage and increase their contribution to improving the country's economy.

CONCLUSION

This study shows that stress management has a significant influence on employee work productivity in culinary companies in Denpasar. The results of the regression analysis indicated that improved stress management contributed to increased productivity, with an R Square value indicating the proportion of productivity variables that stress management could explain. These findings emphasize the importance of effective stress management strategies, such as stress management skills training and creating a work environment that supports work-life balance. The implications of this study are relevant for managers and owners of culinary companies to implement a planned stress management program, which can improve employee well-being as well as overall organizational performance. Thus, the results of this study can also be the basis for further research on the influence of stress management in the context of other industries and the development of human resource policies that focus more on employee welfare.

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