

Distinction Level of Stress Man Employee and Woman Employee in BNI Syari`ah Bank Padang Subsidiary and The Implication

Ridho Rismi¹, Azrul Said² and Zikra³

^{1,2,3}Universitas Negeri Padang

*Corresponding author, e-mail: ridhorismi.rr@gmail.com

Abstract. Work stress in company among others is from the element of the job itself and outside of that job then make stress indication that is observed by physiologic as tired, restless, headache, and easy to get angry then from psychologic aspect as anxiety dissolves, glommy and not concentration and from social aspect as frequently absent, communication not fluent and decision making are bad. This research purposed to deskription and examine how different level stress of man employee and women employee. This research are quantitative research with kind of compratifdeskription. In this research have an 40 people to become sample of the test. Technique to get sample for this research have general sampling and obtained sample as many 40 employee. Data accumulation use questionnaireproseded by simple deskriptive statistics analys technique for examine different with different test formula. Research results show that first man employee and women employee stress level reviewed by physiologic aspect located on high catagory and very high catagory second man and women employee stress level reviewed by physigologic aspect located on high catagory third man and women employee stress level reviewed by social aspect located on high catagory and the last have an different very significant among man employee stress level between women students. This matter can show from t value more bigger than t table in significant level

Keywords: Stress, Man Employee, Woman Employee

Received November 22, 2019;
Revised Desember 19 , 2019;
Accepted February 28, 2020;
Published Online May 13, 2020

Conflict of Interest Disclosures:

The authors declare that they have no significant competing financial, professional or personal interests that might have influenced the performance or presentation of the work described in this manuscript.



This is an open access article distributed under the Creative Commons 4.0 Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited. ©2020 byauthor

HowtoCite: Ridho Rismi¹, Azrul Said² and Zikra³. 2020. Distinction Level of Stress Man Employee and Woman Employee in BNI Syari`ah Bank Padang Subsidiary and The Amplication. Jaiptekin, Vol 4 (2): pp. 81-88, DOI: <https://doi.org/10.24036/4.24329>

Introduction

Competiton and profesionality demands become high make lot of pressure which must in faced of every individual in work environment. Familiy environment and social environment are very potentiality to make work stress level. Impact which very harm of disturbance from phycis,physics, and social very many experienced by society and that employee are named stress.

Role of employee in a company organization are very vital element to reach and perform fungsi and purpose of company. Employee become planner,executor, and controller who always active in reliaze purpose of organization or industry, then an employee are support to reach a purpose, but every employee too have mind, feel, and wish what will affect every gesture of them work. This gesture will become and determine achievment,work, dedication, and they love on them work what already charger for every person. Every employee gesture known is work satisfaction,stress and frustrated caused by work,tools,environment,and other needs

Sasono reveal that stress have positive effect and negative effect. Positive effect are in low level until high level have an functional character in order role by pusher empolyee spirit, while on negative effect is reduction of employee performance very drastic.

Work are result of contribution what employee reach suitable with standar occupation. Employee performance have problem what will always faced with management therefore management should known factor what will affect employee performnace give benchmark is quality,quantitiy, and on time.

Therefore every company try to fill needs and create comfortable work place for employee in on time fulfillment, that work, personality, salary, promotion, work friends, work environment.

Davis says that almost all of condition of work can make stress. Work stress happen because there are demands in that work place not balanced with personal skill. While cooper put foward have some work stress resource, that work condition while every employee have weight work are excessive, part time work,physics condition while very dangerous, ambiguity,interpersonal and structure organization they work.

In generally stress are seen as negative condition depends of employee itself. While stress are utilized by the employee can make triggered employee performance become better because stress caused from superior pressure although pressure in work environment and can happen because stress in some level can trigger that employee to create innovative idea to complete problem and work so that stress become constructive condition. For example someone have an target in his work and require for directing more power so people around him will stress until target worked reached and get an satisfaction of work, and so stress level experienced will decline. But if target very high and can't reach or need more effort very powerfull to complete them, so that person will experienced stress level more than normal and in the end will affected in decline of satisfied work.

Risk of stress are caused because physics are very fatigue,emotional, dan mental caused by involvement in a long time with sue of emotional situation. Go om from the prosses by step.acumulativ, and in the long run become bad will be make employee performance not like what them wish.

Prolanged stress common make to inability someone for positive interaction with good environment in work environment or outside of that. Enormity of stress for employee with them performance,processing of that stress should have get attention and fitness from their company manaagement will make organization purpose are easier to reach.

If stress not get an serious handling from bank makes their employee are depressed, not motivated, does not spirit and frustation makes bank employee can't working optimally what bank wish and that is can makes their work are upset. If employee can not hold that work stress so their can't work at that bank. I next level stress can make the employee become sick or left from the company or turnover.

Work stress make every employee can feel that affected from out of the expetation from the employee, many work task make trigger that stress what employee feel. Gender is hot issue in work world, gender in work is the most attention in the era. Task load for the man mostly different from woman make gap both of them and make uncomfertablearround work place. Gender problem in the company is women employee think they have many task side of that work at home.

Some company often have a different behavior between man and woman company have a score man employee are batter because they have a good physics than women employee or woman employee are more wise to take decision in full thinking and with their feelings.

BNI Syari`ah bank subsidiary padang is the finance company are keep minimazi the work stress to keep their employee performance and can give maksimum service for the customer to support succes quality and performance. Then BNI syariah Bank apply islam concept with have many customers so that can get trust from the customers to make company mission are succes, this matter from interview on 9 mei 2017 mr. Evendi as head bank office

From that argument contain about work stress needed guidance and counseling for that employee as means very great for coaching human resources to build an complately individual include empolyee. Counseling will be a important thing to help employee to developing their potentiony solve problem.

Counseling functionate to help their succes life and working at their company it means from a counseling for employee at continue time will make a good effect from directly or not finally it back to succes in work

Prayitno think counseling is procces to give help what they will do from interview with counsellor to the personal who have a problem to give an solution in counseling have 9 coustemer care there is :oriented service, information,distribution, content, individual counsellinh,group,consultant and mediated

Empolyee performance should attention from bank or counsellor to increase skill to face up to many competition and a lot of factor can make work load overthinking to make professionalism and customer rating, common work, double job can make some empolyee will have stress. From data at BNI syariah Bank 5 empolyee have a work stress because double job and task what they should finish in short time and adaption in other time, not motivated and frustation. Among of them get an headache, easy angry, not consenstration. And the employee look lazy not spirit to do

From muliaprasaya research that we know stress bank employee which rate is 3,477 in midlecatagory, next from sitirahmawati we know that result revea from 3 aspect are physiologic in 2,6 score for low catagory then physicologic aspect in 2,54 score in low catagory and the last is atitude aspect with 2,17 score in low catagory. Then we can take conclusion that empolyee have work stress in bank at low catagory in rate catagory 2,44 score from 1 until 5 fauziah conclude that stress level at bank employee among high catagory with rate 3,54 from 1 until 5. Jusnimarresearchconclude for employee stress in a company at depok city in midlecatagory for 66,7% score then on 7 april 2017 kompas.com tell us a women are easier get stress than man from the reserach at americanphyhologicalassociation, in line of that on 6 september 2016 liputan6.com tell that woman are easier get stress work than man from reserach from indiana university.

Method

This research is quantity with a kind of compheratifdeckriptive. Population in this research are 40 people. Technique to take a sample are used i this research is general sampling and which get 40 employee. Collector of data use is questioner that used statistics descriptive analys technique simple and to test diffrent to use formula T wint helping of SPSS version 20.

Result and Discussion

From the result of data, result of this research is can relize:

Man Work Stress Level

Table 1. <Work StressWhole Man Employee>
n=20

Category	f	%
ST	3	15,0
T	17	85,0
S	0	0,0
R	0	0,0
SR	0	0,0
Total	20	100%

In Table 1, it can be seen that the overall tabulation of work stress of male employees is in the high category (85.0%).

Table 2. <Work Stress Man Employees of Every Aspect>
n=20

No	Aspect	Category									
		ST		T		S		R		SR	
		f	%	f	%	f	%	f	%	f	%
1.	Fisiologis	8	40	12	60	0	0	0	0	0	0
2.	Psikologis	4	20	14	70	2	10	0	0	0	0
3.	Sosial	2	10	15	75	3	15	0	0	0	0

In Table 2 illustrates the work stress of male employees. The highest percentage of 75.0% is in the high category on the "social" aspect.

Woman Work Stress Level

Based on the results of the study, it can be described about the aspirations of achieving female students including ten indicators. the results of the description of the research results are as follow

Table 3. <Work Stress Whole Woman Employee>
n=20

Category	f	%
ST	16	80,0
T	4	20,0
S	0	0,0
R	0	0,0
SR	0	0,0
Total	20	100%

In Table 3, it can be seen that the overall tabulation of female employee stress is in the very high category (80.0%).

Table 4. Work Stress
Woman Employees of Every Aspect
n=20

No	Aspect	Category									
		ST		T		S		R		SR	
		f	%	f	%	f	%	f	%	f	%
1.	Fisiologis	18	90	2	10	0	0	0	0	0	0
2.	Psikologis	8	40	12	60	0	0	0	0	0	0
3.	Sosial	8	40	12	60	0	0	0	0	0	0

In Table 4 illustrates the work stress of female employees. The highest percentage of 90.0% is in the very high category on the "physiological" aspect.

Differences in Stress of Male and Woman Employee Work

Based on the results of the Independent Sample Test data processing with the help of SPSS software. This analysis is used to see whether or not there are differences in work stress between male and female employees. The following are the results of different test work stresses of male and female employees

Table 5. <Work Stress T-Test Man and Woman Employees>
n=40

		Levene's Test for Equality of Variances		t-test for Equality of Means	
		Sig.	t	df	Sig. (2-tailed)
Stres_Kerja	Equal variances assumed	.08	-5.402	38	.000
	Equal variances not assumed		-5.402	30.726	.000

On table number 5 we know that coefficient significant is 0,08 it mean more than 0,05 it means varians group of population is homogen. Therefore homogeneity requirements to analyzcomperation fulfilled.

Furthermore, from the results of data analysis, the calculated t coefficient is 5.402 with degrees of freedom (df) 38. Based on df = 38, at the 1% significance level it is found that the t table value is 2.704. This means that the value of t results is above or greater than the value of the t table, it is stated that there are significant differences in work stress between male and female employees. So, the hypothesis stated (H1: there are significant differences between work stress of male and female employees) is accepted

Discussion

Research findings show that there are differences in work stress on male and female employees of Bank BNI Syari'ah, Padang Branch. This means that the research hypothesis which states that there is a significant difference between work stress of male and female employees is accepted.

There are differences in work stress on male and female employees of Bank BNI Syari'ah, Padang Branch. At present, women have a social role where they can pursue careers in the fields of health, economics, social and politics with the support of high education. Traditionally, the role of women seems to be restricted and placed in a passive position, namely women are only the husband's career supporters. The role of women who are limited to the role of reproduction and taking care of the household makes women synonymous with service to their husbands and children. While modern women are required to be highly educated, play an active role, and be critical.

Women who work are reportedly those who experience higher stress than men. The problem is that working women face role conflicts as career women as well as housewives. Stress is meant here is stress that causes psychological tension / suffering, causing anxiety

Job stress can be felt by every employee in the company due to a lack of expectations with reality, a lot of workload is also a stressor that can be felt by employees. Gender is a growing issue in the world of work, gender differences in work are a concern at this time. Different tasks and roles between female and male employees often make a gap which results in discomfort between male and female employees.

Sometimes in certain companies there is often a different treatment between male employees and female employees, the company considers male employees to have dexterous work behavior because the physical is stronger than female employees, or wiser female employees make decisions with thoughts that considerate and use feelings.

According to a recent study by the American Psychological Association (in kompas.com), mentioning, one third of workers experience chronic stress related to their work. However, studies reveal work stress is more prone to female employees.

Survey, which was conducted on 1,501 employee respondents, still shows that it is less likely for women to improve their career achievements. Because, most women still feel less appreciated by the company. In addition, the income given to female employees is still unequal with male employees.

Office conditions that are not conducive make women often experience tension in the workplace, while men do not really experience this problem on a large scale.

Studies confirm that female employees experience more stress when they are working than men. The reason is, many female employees have a feeling of anxiety that the position left behind due to maternity leave will be replaced by someone else. The main stress, according to the researcher, comes from knowing that male colleagues are paid more than we (kompas.com)

Then according to Unoviana (in liputan6.com) that a woman who works in an office dominated by men is more vulnerable to stress. A study from Indiana University found that the average level of stress hormone (cortisol) in women who work in a male-dominated work environment is higher. In fact, these hormones have a bad influence on a person's health. Someone with high cortisol levels usually also has problems with blood sugar, metabolism, immunity, and pain related to stress. Women who work in a male-dominated environment show more unhealthy conditions compared to women who work in a balanced environment between men and women. This is because they tend to feel stressed when dealing with men (liputan6.com)

Tendency to stress may be triggered by the behavior of men when with other men usually can not be tolerated by women. Women also tend to feel lonely because male colleagues are closer to other men. Work environments dominated by men are sometimes vulnerable to sexual abuse. Fear of sexual harassment may be higher for women who are a minority in the workplace

High level of the hormone cortisol in the body is also characterized by the body's fatigue, difficulty sleeping, feeling very tired after waking up, very much dependent on caffeine or alcoholic beverages. If left for a long time, the high hormone cortisol can damage muscles and bones, slow healing, cell regeneration, digestive disorders, metabolism, and mental function.

According to Cooper (1999) Factors that influence stress due to role (obscurity) roles, the presence of biases in distinguishing gender and stereotypes of gender roles, and sexual abuse. Women are more likely to experience a decrease in blood flow to the heart and increase blood cell clotting associated with the formation of frozen blood. When carrying out stressful tasks, women experience a greater increase in negative emotions, whereas their positive emotions decrease more (suara.com).

The conclusion is that job stress on women and men is very different because men tend to have a role that is not as heavy as women because men do have to be required to be professional at work and not to think of other roles. Then the hormones possessed by men are not easy to peak, meaning that men can control negative things that will harm themselves. Unlike women, women today are required to be career women and on the other hand they are also required to have a motherly role in the household, in this case women tend to have higher stress levels than men. Then the hormones possessed by women tend to be difficult to be controlled by the woman herself, such as a woman who is easily angry because her physical condition is indeed a woman who quickly rises to anger and tends to work long hours when she is easily stressed and on the other hand she must fulfill her role as a mother in her household.

High level of the hormone cortisol in the body is also characterized by the body's fatigue, difficulty sleeping, feeling very tired after waking up, very much dependent on caffeine or alcoholic beverages. If left for a long time, the high hormone cortisol can damage muscles and bones, slow healing, cell regeneration, digestive disorders, metabolism, and mental function.

Implications in Guidance and Counseling Services

Guidance and counseling is one way that can be done to find solutions or prevent problems in individuals. Guidance is a translation of the word "guidance". The term "guidance" is translated by means of assistance or demand (Tohirin, 2007: 16). Guidance is actually in the preliminary phase, where there are no specific problems identified in students.

While the term counseling comes from English "counseling" in the dictionary means it is associated with the word "counsel" which has several meanings, namely advice, advice and conversation (Tohorin, 2007: 21-22). Based on the above meanings, etymology counseling means giving advice, advice and discussion by exchanging ideas (Tohirin, 2007: 22). If guidance is a preliminary activity, then counseling is a post-problem activity. In guidance and counseling services, there are services that can be linked to this research, including the following:

Information Service

Information services try to meet individual shortcomings of the information they need. According to Winkel (Tohirin, 2007: 147) information service is a service that seeks to meet individual shortcomings of the information they need. Information services aim for individuals to know the information which is then used for their daily needs and their development (Tohirin, 2007: 147). Of the many services available in counseling and guidance, counselors can use information services as one of the services that can help bank employees to overcome and manage their work stress.

In general, together with orientation services intends to provide understanding to individuals who are interested about various things needed to undergo a task or activity or to determine the direction of a desired goal or plan (Prayitno, 2004: 259-260).

The general purpose of information services is to achieve effective daily life. With these general goals, there are very many ways that can be done by a counselor in alleviating the problem of work stress, conflict and others. Information Services that can be provided to employees of Bank BNI Syari'ah Padang Branch, namely information related to reducing work stress levels themselves such as the importance of achieving targets without adverse stress or information services about the importance of managing stress to be more motivated at work.

Individual Counseling Services

Individual counseling services are meaningful counseling services organized by a counselor (counselor to a client in order to alleviate client problems (Prayitno, in Tohirin, 2007: 163). Through individual counseling, the client will understand his own condition, environment, problems experienced, strength and his weaknesses, as well as possible efforts to overcome the problem (Tohirin, 2007: 164).

Efforts made by counselors to help employees overcome the problem is to help these employees to be able to alleviate the problem, namely regarding employee work stress. And the effort to alleviate these individual problems is by individual counseling. Technical in the field can be done by individuals who are in trouble by going to a counselor or counselor to open the opportunity to come to the company and discuss the session with the leadership so that there is a response from the employee itself. The services provided depend on the stress issues that are the most severe experienced by the client and the follow-up of the counselor will be different from the most severe aspects of work stress.

Group Counseling Services

Group counseling is an effort of the counselor or counselor to help solve personal problems experienced by each group member through group activities in order to achieve optimal development (Tohorin, 2007: 179).

Through group counseling, counselors can help athletes overcome their problems by finding solutions that are experienced by group members, so that it is possible for group members to discuss their stress problems. So group counseling that has members of bank employees who experience job stress will reveal the problem and try to find a way out in the group.

Group Guidance Services

Group guidance is a way of providing assistance (guidance) to individuals through group activities. In group guidance services, general topics are discussed which concern the group members (Tohirin, 2007: 170). As with group counseling, it is hoped that in group guidance group members can provide solutions to a problem. Group guidance services also play a role in helping bank employees overcome their problems. For technical field counselors can take advantage of several breaks to be able to do this service and the topics discussed are very much like maintaining harmony between fellow co-workers or the danger of prolonged stress which causes a decrease in the quality of work

Conclusion

Based on the results of the research and analysis of data on work stress, male and female employees of Bank BNI Syariah Padang Branch can be concluded as follows:

1. Job stress of male employees is in the high category and female employees are in the very high category in terms of physiological aspects. This means that male and female employees have work stress in terms of physiological aspects.
2. Job stress of male employees is in the high category and female employees are in the high category in terms of psychological aspects. This means that male and female employees have work stress in terms of psychological aspects.
3. The work stress of male employees is in the high category and female employees are in the high category in terms of social aspects. This means that male and female employees have work stress in terms of social aspects.
4. There is a significant difference between the work stress of male employees and female employees of Bank BNI Syariah Padang Branch.

References

- Irianto, Agus. (2010). *Statistika Konsep, Dasar, Aplikasi, dan Pengembangannya*. Jakarta: Kencana Prenada Media Group.
- Ashar Sunyoto Munandar. (2001). *Psikologi Industri dan Organisasi*. Jakarta: Universitas Indonesia (UI-Press).
- Berry, J.W., Poortinga, Y.H., Segall, M.H. & Dasen, P.R. (1992). *Cross-cultural Psychology: Research and applications*. New York: Cambridge University Press.
- Cooper. (2002). *Executif EQ (Kecerdasan Emosional Dalam Kepemimpinan Dan Organisasi)*. Jakarta: Gramedia Pustaka Utama.
- Esti. (2014). Stres Laki-laki dan Perempuan Berbeda. (online). <https://www.suara.com/health/2014/10/15/115304/studi-stres-berdampak-beda-pada-laki-laki-dan-perempuan> (di Akses pada tanggal 11 Januari 2018).

- Handoko, T Hani. (2008). *Manajemen Personalia*. Yogyakarta: BPFE Yogyakarta.
- Hasibuan, Malayu. (2012). *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: Bumi Aksara
- Jason. (2015). Laki-laki Lebih Kuat dari Perempuan . (online). https://www.kompasiana.com/faktagender/pria-lebih-kuat-dariwanita_54f3526e745513a02b6c70fe. (di Akses pada tanggal 16 Agustus 2017).
- Kreitner. (2005). *Perilaku Organisasi, Buku2, Edisi 5 (Terjemahan)*. Jakarta: Salemba Empat.
- Sudjana, Nana dan Ibrahim.(2010). *Penelitian dan Penilaian Pendidikan*. Bandung: Sinar Baru Algensindo.
- Panji Anoraga. (2009). *Psikologi Kerja*. Jakarta: Rineka Cipta.
- Prayitno. (2004). *Dasar-Dasar Bimbingan dan Konseling*. Padang: BK FIP UNP.
- Rakhma. (2017). Karyawan Wanita Lebih Mudah Stres ketimbang Pria. (online). <http://lifestyle.kompas.com/read/2017/04/07/193154320/studi.ungkap.karyawan.wanita.lebih.mudah.stres.ketimbang.pria>. (di Akses pada tanggal 16 Agustus 2017)
- Ridwan. (2012). *Pengantar Statistika Sosial*. Bandung: Alfabeta.
- Robbin. (2002). *Perilaku Organisasi*. Jakarta: Prenhalindo.
- Wijono, Sutarto. (2011). *Psikologi Industri dan Organisasi dalam Suatu Bidang Gerak Psikologi Sumber Daya Manusia*. Jakarta: Kencana.
- Tim Dosen BK UNP. (2016). *Optimalisasi Peran Konselor Melalui Pemanfaatan Berbagai Pendekatan dan Terapi dalam Pelayanan Konseling*. Prosiding seminar BK. Padang: FIP UNP.
- Triantoro Safaria & Nofrans Eka Saputra. (2012). *Manajemen Emosi*. Jakarta: Bumi Aksara.
- Winarsunu, Tulus. (2009). *Statistik dalam Penelitian*. Malang: UMM Press
- Unoviana. (2016). Wanita Lebih Stres Kerja di Kantor yang Dominan Pria. (online). <http://lifestyle.liputan6.com/read/2594246/ternyata-wanita-lebih-stres-kerja-di-kantor-yang-dominan-pria> (di Akses pada tanggal 16 Agustus 2017).