THE ROLE OF RELIGIUSITY IN REDUCE EMPLOYEE'S WORK STRESS

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ABSTRACT

Stress is a condition of psychological and biological tension that exists in employees due to the large amount of work pressure, the result of stress will affect the health, emotions, thought processes and work productivity of employees. Based on previous research, one of the efforts to reduce work stress is to increase employee religiosity. Religiosity is a complex integrity between religious knowledge, feelings and religious actions in a person. The purpose of this study was to determine the extent to which religiosity influences the work stress. Data collection methods in this study used the religiosity scale and work stress scale. The population of this study are employees of PT. Surya Argolika Reksa with a total sample of 50 people. The sampling technique uses saturated sampling technique. After the data is collected, the data is analyzed using technical product moment analysis. Based on the results of this study it was found that there was a negative relationship between religiosity and work stress with a value (r) of -.512 and a significant value of 0.000 (P <0.01). The effective contribution of religiosity to employee work stress is 26.2%. This shows that the higher the religiosity values can reduce the work stress level of employee.

Keywords: Religiosity, Work Stress, Employees

PERAN RELIGIUSITAS DALAM MENURUNKAN STRES KERJA KARYAWAN

ABSTRAK

Stres merupakan suatu kondisi ketegangan psikologis dan biologi yang ada dalam diri karyawan disebabkan adanya banyaknya tekanan pekerjaan yang dihadapi, akibat dari stres akan mempengaruhi kepada kesehatan, emosi, proses berpikir dan produktifitas kerja Karyawan. Berdasarkan penelitian terdahulu salah satu upaya yang dapat menurunkan stres kerja itu adalah dengan meningkatkan religiusitas karyawan. Religiusitas merupakan integritas secara kompleks antara pengetahuan agama, perasaan serta tindakan keagamaan dalam diri seseorang. Tujuan penelitian ini adalah untuk mengetahui sejauh mana penngaruh religiusitas dengan stres kerja. Metode Pengumpulan data dalam penelitian ini menggunakan skala religiusitas dan skala stres kerja. Adapun populasi penelitian ini adalah Karyawan PT. Surya Argolika Reksa dengan jumlah sampel sebanyak 50 orang. Teknik pengambilan sampel menggunakan teknik sampling jenuh. Setelah data terkumpul data dianalisis menggunakan teknis analisis *product moment*. Berdasarkan hasil penelitian ini ditemukan bahwa terdapat hubungan yang negatif antara religiusitas dengan stres kerja dengan nilai (r) sebesar -0. 512 dan nilai signifikan sebesar 0.000 (P<0.01). Adapun sumbangan efektif religiusitas terhadap stres kerja karyawan adalah 26,2 %. Hal ini menunjukan

bahwa semakin tinggi religiusitas maka semakin rendah stres kerja karyawan, begitu juga sebaliknya semakin rendah tingkat religiusitas karyawan maka semakin tinggi pula stress kerjanya.

Kata Kunci: Religiusitas, Stres Kerja, Karyawan

Introduction

In the current VUCA (Volatility, Uncertainty, Complexity, and Ambiguity) era, VUCA World means the world we live in now, where change is very fast, unpredictable, influenced by many factors that are difficult to control, and truth and reality are very subjective. The development of technology and information is one of the biggest influences of this change. Human work has been replaced by artificial intelligence. This condition causes many employees work stress. then the data shows that the level of work stress is increasing.

In general, work stress is a form of fatigue due to high pressure from work experienced by workers. This causes workers to not work optimally. According to WHO (2022), work-related stress is a form of "reaction" when a person is unable to meet a demand or work pressure. Based on the results of a Gallup survey (2022) which conducted a survey of countries in Southeast Asia on 1,000 respondents. The results of the study found that 37% of respondents in Southeast Asia felt anxious at work. There are also 31% of respondents in the region who feel stressed at work. Survey results for Indonesia found that 46% of respondents felt anxious at work. and 20% of respondents who feel stressed when at work.

Job stress is a condition experienced by workers in their interactions with their work, stress occurs due to employee mismatches, causing tension and anxiety. Robbins (2008) says that work stress is a dynamic condition of individuals confronted by opportunities, constraints, and demands, which are related to what they want and whose results are perceived as uncertain and unimportant.

Stress itself is the inability to cope with the threats faced by humans mentally, physically, emotionally, and spiritually. Stress can also be interpreted as a perception of the situation or physical condition of the surrounding environment (Palupi, 2003). As a result of the stressful conditions experienced by employees can cause some losses to the company.

According to Lazarus (in Davidoff, 1991), there are several aspects, namely aspects of cognition, affection, and conation. The individual will interpret events that seem challenging and threatening so that he adjusts his attitude to adapt to these conditions. Aspects that cause work stress on employees are: 1)

Aspects of cognition, namely: an employee's assessment of an event that is experienced, whether the event is perceived as a challenge or a threat. 2) Aspects of Affective namely: feelings experienced by employees regarding uncertain events and feelings of being unable to overcome the situation. 3) Aspects of Conation, namely: behavioral tendencies that are carried out by employees as a decision to situations that are considered threatening or challenging themselves.

Based on several previous studies showed that one of the factors that can reduce the level of work stress is the high religiosity of a person. A religious person will look at each problem more positively and be more able to make good decisions, religious values embedded in him will be able to practice them well and channel them in a good way too, where religion teaches people not to be greedy, not being a hasty person when making a decision, more patient when getting a burden in his life. This opinion is supported by Ancok and Suroso (2008) who explain that religiosity is a complex integrity between religious knowledge, feelings, and religious actions within a person. Religiosity can be seen from religious activities in daily life which are carried out routinely and consistently.

Religiosity is a person's concept of religion and its commitment to the religion adhered to (Glock & Sttark, 1965). Religiosity is a doctrine from a certain religious sect or group that focuses on problems behavioral and social (Fetzer, 1999). Religiosity is the level of individual attachment with its creator in expressing religious teachings or beliefs adhered to (Susanti, 2014). Religiosity is different from spirituality as it is stated by Asih (2015) spirituality is the inner life of a person who have positive consequences on their behavior in an organizational context,
whereas religiosity is more concerned with one's religious feelings, that is, all inner feelings relate to God and are dogmatic in nature then influence behavior and social environment.

From the explanation above, several studies have been found that say that religiosity has a relationship in reducing or overcoming stress in a person in a way that is closer to Allah SWT, along with journals or research. Koenig's research (Andriyani 2008) regarding Religious spiritual coping as the extent to which individuals use their religious ritual beliefs and practices to facilitate the problem-solving process in preventing or alleviating the negative psychological effects of stressful situations, and this helps individuals to adapt in challenging life situations. push. Religious coping in this study is the extent to which individuals use their religious negative coping and positive coping religious strategies to facilitate problem-solving and the demands of stressful work situations (stress full). Then a study conducted by

Kasberger (Andriyani, 2008) shows that religious coping reduces the number of individual stress responses.

Another study conducted by Djatmiko and Dwi (2014) regarding a positive relationship between the level of religiosity and the ability to deal with stress in Ushuluddin Faculty students at IAIN Tulungagung where the higher the level of religiosity of Ushuluddin Faculty students at IAIN Tulungagung, the higher the ability to cope with stress (coping stress).), and conversely the lower the level of religiosity of Ushuluddin Faculty students at IAIN Tulungagung the lower the ability to deal with stress (coping stress).

Swasono's research (2015) examines religiosity can reduce one's stress. The conclusion from his research is that there is a negative relationship between the level of religiosity and the level of stress in the elderly at the Dharma Bhakti Wredha Panti Surakarta. The higher the level of religiosity, the lower the level of stress experienced by the elderly. Vice versa, the lower the level of religiosity, the higher the level of stress experienced.

Someone who has a high religious level will make him a more relaxed and relaxed person, compared to a person with a less religious level who will be more easily pessimistic, in a hurry, and often make wrong decisions because he is always in a hurry, people who have less religious will be easier to get stressed. Therefore religion forms strong individuals in behavior, such as honesty, discipline, solidarity, optimism, enthusiasm, and tolerance. Because basically, religion does teach about morals. A person's sense of religion (religiosity) has no small role in pumping up his enthusiasm for activities. Religiosity is a personal relationship with a divine person who is all-powerful, all-loving, and all-merciful (God) who concentrates his desire to please that divine person by carrying out his will and avoiding what he does not want (his prohibition) (Suhardiyanto, 2001).

Religion can promote psychological well-being, people with strong religious faith report greater life satisfaction, greater personal happiness, and fewer negative consequences of traumatic life events than non-religious people (Taylor, 2006). Religion can also be medicine in preventing and protecting a person from disease, increasing the ability to overcome illness and accelerating healing (provided medical therapy is given as it should be), and religion is more protective and preventive. Religious awareness in one's experience describes the inner side of life which has to do with something sacred. From religious awareness and religious experience, a religious attitude will appear that is displayed by a person. This can encourage a person to behave in accordance with the level of obedience to religion. The religious life

includes several aspects: the meaning of religion, rituals, and worship, religious socialization, and concerns aspects of religious experience.

The problem of this research is how far does religiosity play a role in reducing work stress on employees? based on the problems of this study the purpose of this research is wanted to know the role of religiosity in reducing work stress on employees.

Research Methods

Participant and Procedure

The research approach used in this research is a type of quantitative researchbecause this research produces information that collected in numbers. This study consists of two variables, namely religiosity as an independent variable and Job stress as the dependent variable.

The population in this study are employees from PT. Surya Agrolika Reksa who is a Muslim with 100 employees. Based on the Slovin formula, the results that can be used in this study are 50 employees who work at PT. Surya Agrolika Mutual. The sampling technique in this study was carried out by incidental sampling method.

Instrument

The data collection method used in this research is a scale. According to Azwar (2012) a scale is a set of statements that are structured to reveal certain attributes through responses to these statements. The form of the scale used is the Likert scale because it is used to measure one's attitudes, opinions, and perceptions of social phenomena (Sugiyono, 2013). In this research using two scales, namely the scale of religiosity the aspects or dimensions used are based on the definition of Glock and Stark (in Ancok & Suroso, 2008), namely: the dimension of belief, the dimension of religious worship or practice, the dimension of appreciation, the dimension of practice, the dimension of religious knowledge. The second scale is job stress scale. According to Lazarus (in Davidoff, 1991) there are several aspects, namely aspects of cognition, affection, and conation. Where the individual will interpret events that seem challenging and threatening, so that he adjusts his attitude to adapt to these conditions.

Statistical Analyses

The research design conducted in this research is correlational quantitative research. Correlational quantitative is a research design used to explain and measure a relationship between two or more variables using correlational statistics (Creswell, 2014). The statistical technique used in this study is the product moment correlation analysis technique, to test the hypothesis of a relationship between one independent variable and one dependent simultaneously and partially, to find a relationship between religiosity and employee work stress. The process of calculating prerequisite tests and hypothesis testing is carried out using the SPSS 17.0 for windows program

Results

Demografic Profile

In this section we discuss the result of the study that was done by the researcher. The descriptive data social demografic employee, as seen in table 1 below

Table 1 : Demographic Data by age

Age	Gender		Percentage
	Male	Woman	
20-30	30	2	64 %
30-40	16	-	32 %
40-50	2	-	4 %
Amount			100 %

Where there are three age categories working at PT.SAR, namely the age range of 20-30 years, 30 male employees and 2 female employees with a percentage of 32%, the age range of 30-40 years, 16 male employees. percentage of 16%, and the age range of 40-50 years for male employees 2 people with a percentage of 2%.

Table 2: Demographic Data by Work

Name of Job	Gender		Percentage
	Male	Woman	
Staff officer	23	2	50 %
Drayer	9	-	18 %
Contractor	2	-	4 %
Sorting	4	-	8 %
Process Machine	4	-	8 %
sterilizer Operator	2	-	4 %
Boiler Operator	1	-	2 %
Jonder Operator	1	-	2 %
Machine Shop	2	-	4 %
Amount		100 %	

Where there are nine job categories, namely employees working in an office there are 23 men and 2 women with a percentage of 50%, Drayer has 9 men with a percentage of 18%, Contractors have 2 men with a percentage of 4%, Sorting has 4 men with a percentage of 8%, Process machines have 4 men with a percentage of 8%, Sterilizer operators have 2 men with a percentage of 4%, Boiler operators have 1 man with a percentage of 2%, Jonder operators have 1 male with a percentage of 2%, boiler workshops with 2 males with a percentage of 8%.

Table 3: Hypothesis Test Results

		Work Stress	Religiosity
Work Stress	Pearson Correlation	1	-.512**
			.000
	Sig. (2-tailed)	50	50
	N		
Religiosity	Pearson Correlation	-.512**	1
		.000	
	Sig. (2-tailed)	50	50
	N		

**.Correlation is significant at the 0.01 level (2-tailed).

Based on the analysis test, the price of the correlation coefficient (r) was -0.512 (**) with a value of p = 0.000 (p <0.01). This shows that there is a negative correlation between religiosity and work stress

on employees. Thus, the results of data analysis support the statement of the hypothesis in this study and the hypothesis is accepted as one of the conclusions of the research hypothesis.

Discussion

Based on the test results, the assumption that the distribution of the data is normal with a p value > 0.05 and there is a linear relationship between the independent variables and the dependent variable with a p value > 0.05, namely 0.236. The results showed that there was a significant negative relationship between religiosity and work stress with a value of $r = -0.512$ (sig > 0.01). So the higher the religiosity, the lower the work stress of PT.SAR employees. The contribution of religiosity to work stress is as much as 26.2%.

The results of this study are supported by several previous researchers who said thatReligiosity is related to mental health, this is proven by research conducted by Koenig and Larson (in Utami, 2012) whichstates that beliefs in the form of religious practices are correlated with life satisfaction of 80%. The results of these studies are also supported by research conducted by Utami (2012) that someone with a level high belief in god will have a low stress level. From this explanation it can be concluded that the higher the level of religiosity eating will be the higher one's life satisfaction and the lowerown stress level.

The research above is in line with research by Kim and Seidlitz (2002) who showed that spirituality (including religiosity) have a negative relationship with stress and the adverse effects of stress on the negative affect and adjustment of international students in Korea.

Research conducted by Safaria (2011) showed the results of his research proved that religious coping moderates the effects of job insecurity about work stress. The role of religious coping as a moderator variable in modifying the influence of work stressors on work stress confirms the results of previous studies. Religious coping plays an important role in reducing or buffering the effects of work stressors on individuals. Religious coping has its own role to relieve work stress experienced by a person and is able to make emotions stable and normal again.

The results of this study indicate that religious coping can reduce the effects of stress. Based on the results of this study, it was concluded that what is important in reducing stress is religious coping, not religiosity. Where people who are religious do not necessarily use religious coping in solving their problems. People who have religious coping are people who are able to apply the values of their religion

and apply them to their lives, while people who are religious do not necessarily use their own religious coping to solve the problems they face. It is possible that people with religiosity only instill that religion exists within them but they do not practice it and make sense of it in their lives.

Based on the description above, there is a relationship between religiosity and employee work stress in which there is a positive direction or an interrelationship between the independent variable and the dependent variable, where the higher the religiosity, the higher the work stress, and vice versa the lower the religiosity, the lower the work stress.

Conclusion

Based on the results of research data analysis, it can be concluded that there is a negative relationship between religiosity and employee work stress. This negative relationship indicates that the higher the religiosity, can make significantly reduce work stress on employees, and conversely the lower the religiosity, can make significantly increase work stress on employees.

Suggestion

Based on the results of this study, suggestions can be given to employees to be able to have the ability to manage stress and manage emotions well and for companies to create coaching and counseling programs for employees as well as stress management training so that employees have the ability to manage stress.

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