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ANALYSIS OF THE EFFECT OF WORK STRESS AND COMPENSATION ON EMPLOYEE PERFORMANCE (CASE STUDYON CV. MITRA KARYA ABADI)

By

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ABSTRACT

This study aims to determine whether the variables of work stress and compensation partially have a positive and significant effect on employee performance at CV. Mitra Karya Abadi, Medan, whether work stress and compensation variables simultaneously have a positive and significant effect on employee performance at CV. Mitra Karya Abadi, Medan and variables that have a dominant influence on employee performance at CV. Mitra Karya Abadi, Medan. The population in this study were all employees, while the sampling technique determined the number of samples by using the saturated sample technique, namely where all members of the population consisted of samples. Data collection was based on literature study, and presented a questionnaire. Data analysis methods include Validity and Reliability Test, Multiple Linear Regression Analysis 2 Predictors and Person Product Moment Correlation Analysis. The results showed that job stress has a positive effect on employee performance. The compensation variable has a positive effect on employee performance. And the compensation variable (X2) has a dominant and significant effect on employee performance (Y) on CV. Mitra Karya Abadi, Medan.

Keywords: Job Stress, Compensation, Employee Performance

INTRODUCTION

In order for a company to survive and at the same time thrive in the market environment, it is by adapting and trying to provide good performance so that it can achieve market expectations and also be able to compete with its competitors. A company is considered successful if it is able to provide products or services that compete with what is already in the market or create solutions to concerns or problems that arise in an environment. This success cannot be separated from the cooperation between employees within the company. Employees

play an important role in the success of the company. The performance of employees is an absolute requirement for companies to excel in a market environment.

Work performance is a success of the company's employees in carrying out the assigned tasks, whether it includes expectations or targets and also exceeds what has been expected. There are several factors that affect a person's performance at work such as workload, amount of compensation received, work environment, communication methods, leadership style and so on. Performance can be influenced by several factors including the work environment, facilities, infrastructure, responsibilities, division of tasks, communication methods, leadership style, career development and compensation. Job stress is an important aspect for the company, especially its relation to employee performance. Job stress can occur if the workload given is not in accordance with the abilities of an employee. Therefore, employee performance needs attention, among others, by carrying out studies related to work stress variables. Every individual from an organization has its own interests and goals when he joins the organization. For some employees, the hope of earning money is the only reason to work, but others argue that money is only one of many needs that are met through work. "Compensation is everything that is received by employees in physical and non-physical forms". Someone who works will feel more valued by the community around him, compared to those who don't work. The fulfillment of good compensation will of course improve the performance of employees. Based on research with the title "The effect of work stress and compensation on employee performance on CV. Mitra Karya Abadi, Medan". The results showed that work stress and compensation had a positive and significant effect on employee performance at PT. Indaco Warna Dunia, Karanganyar. The same thing also happened with the research conducted by Wahyudin with the title "The effect of work stress and compensation on performance at PT. Indonesian Telecommunications, Kandatel Luwuk". Which shows the results that work stress and compensation have a positive and significant effect on employee performance at PT. Indonesian Telecommunications, Kandatel Luwuk. The results of the previous study stated that with good compensation and good work stress control, employee performance will also be better.

CV. Mitra Karya Abadi, Medan is a company engaged in the distribution of various kinds of shoes from children's shoes to adult shoes. Based on observations made by the author in CV. Mitra Karya Abadi, Medan found problems related to work stress, compensation and performance. Based on the observations obtained, it was found that complaints from company leaders were that their employees were often absent and looked less enthusiastic at work, some workers were even negligent because of difficulty concentrating. Based on observations made regarding the company's compensation system. It was found that the company provides compensation in the form of a fixed salary per month accompanied by insurance in the form of BPJS. The increase in wages is not fixed and according to the owner of the company, the increase in wages is very dependent on the level of company performance, which means that there is no guarantee that there will be an increase in wages every year. The performance of the company's employees is observed to be not optimal due to frequent returns of goods from customers that occur due to errors in the specifications of the order so that in a week the re-delivery can occur once. If this continues to happen, then this can be a disadvantage for the company.

METHODS

Researchers will use quantitative methods in a deductive approach in completing this thesis. Sugiono quantitative research method can be interpreted as a research method based on the philosophy of positivism, used to examine a particular population or sample, sampling techniques are generally carried out randomly, data collection using research instruments, data

analysis is quantitative/statistical with the aim of testing the hypothesis that has been established. The deductive approach is a method for obtaining general conclusions, where theories have been proven true and specific conclusions, where real facts / events are compared and after that the two conclusions are compared to give a clear explanation, whether it has no effect or contradicts the two conclusions. Meanwhile, the research design used by the author in analyzing this research is associative research, precisely causal relationships. causal relationship is a relationship that is due to effect, so here there are independent variables (variables that affect) and dependent variables (influenced). This study is to determine and prove the influence of work stress and compensation on employee performance at CV. Mitra Karya Abadi, Medan.

1. Data Collection Method

   The data collection techniques used by the author in this study are :

   a. Questionnaire

      Questionnaires were distributed directly to employees who became the research sample with the aim that the authors could obtain data and information regarding the relationship and influence between the variables being studied by the authors in this study. The author makes a questionnaire in the form of a list of statements by including 5 alternative answers and each respondent is required to choose 1 answer that is considered the most correct or most in accordance with the respondent's choice. The measurement scale used by the author in this study is the Likert scale. Sugiyono revealed that the Likert scale is used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena. In research, this social phenomenon has been specifically defined by researchers, hereinafter referred to as research variables. With a Likert scale, the variables to be measured are described as starting points for compiling instrument items which can be in the form of statements or questions. Sugiyono revealed that the score for answering each instrument item on the Likert scale is as follows:

Table 3.1 The score of the answer assessment of each instrument item in the Likert scale

Answers for each instrument item	Rating score
Strongly Agree	5
Agree	4
Disagree	3
Do Not Agree	2
Strongly Disagree	1

Source : Sugiyono, 2017

   b) Literature study (Library Research)

      This is done by reading previous studies related to this research and taking some of the theories that have been put forward by experts that can strengthen this research.

2. Data Analysis Techniques

   Data processing in this study was carried out using SPSS version 23 software. The data analysis methods used were descriptive statistical techniques, data quality testing, classical assumption testing and hypothesis testing.

3. Descriptive Statistics

   Descriptive analysis is data that has been collected and processed using descriptive statistical techniques presented in the form of a frequency distribution which includes mean or average score, standard deposit, median, mode or mode, maximum score, minimum score, and

is equipped with a histogram. Riduwan revealed that the frequency and percentage of each alternative answer given by each respondent in the research questionnaire can be calculated using the following formula:

$$P = \frac{f}{n} X\ 100\%$$

Information :
P = Percentage Of Respondents' Answers For Each Item Statement
F = Frequency Of Respondents' Answers For Each Item Of The Statement
N = Number Of Respondents

Riduwan revealed that the percentage of respondents' answers to each question item can be categorized using the following scoring criteria :

Table 3.2 Criteria for the assessment score of the percentage of respondents' answers for each statement item in the research questionnaire

Rating score	Category
80 - 100	Strongly Agree
70 - 79	Agree
60 - 69	Disagree
50 - 59	Do Not Agree
< 50	Strongly Disagree

Source : Ridwan (2017)

1. Data Quality Test
   a) Validity Test
   Arikunto defines that the validity test is the validity or validity of an instrument. An instrument is said to be valid if it is able to measure what is desired. The results of the validity test will be used using SPSS 23 software. Kasmadi and Sunariah revealed that the formula used in the questionnaire validity test is the product moment correlation whose formula is as follows :

$$r_{xy} = \frac{n\sum XY - \sum X\ \sum Y}{\sqrt{n\Sigma_{x^2-(\sum x)^2}}\sqrt{n\Sigma_{y^2-(\sum y)^2}}}$$

   Information :
   rxy = The Validity Coefficient Of The Statement Item Score
   X = Score Of Certain Items For Each Respondent
   Y = Total Score (Total Total) For Each Respondent
   n = Number Of Respondents

   Sugiyono revealed that the minimum requirements for the validity test are as follows :
   If r is positive and r 0.30, it means that the instrument being tested is declared valid. If r is negative and r < 0.30, it means that the instrument being tested is declared invalid.

   b) Reliability Test
   Arikunto defines that reliability is an index that affects the extent to which a measuring instrument can be trusted or reliable. Kasmadi and Sunariah revealed that the formula used in the questionnaire reliability test was Cronbach's Alpha correlation. The results of the reliability test will be calculated with the help of SPSS 23 software. Reliability shows how much data is displayed without errors in order to measure data stability

and measure data consistency from research tools such as questionnaires. In this study, the reliability of the data will be tested through the Cronbach's Alpha formula :

$$r_{11} = \left(\frac{k}{(k-1)}\right)\left(1 - \frac{\sum_{\sigma b}{}^{2}}{\sigma^2 t}\right)$$

r_{11} = Reliabilitas Instrumen
k = The Number Of Questions Or The Number Of Questions
$\sum\sigma b^2$ = Number Of Item Variance
$\sigma^2 t$ = Total Variance

Table 3.3 The value of the reliability level of Cronbach's alpha in the reliability test

Cronbach's Alpha value	Reliability Level
>0.80 – 1.00	Strongly Agree
>0.61 – 0.80	Agree
>0.41 – 0.60	Disagree
>0.21 – 0.40	Do Not Agree
0.0 – 0.20	Strongly Disagree

Source : Sugiyono (2016)

2. Classic Assumption Test
   a) Normality test
   Kasmadi and Sunariah revealed that the normality test aims to determine whether the distribution of research data is normally distributed or not. Normality test illustrates that the sample taken comes from a population that is normally distributed. The normality test will be used with the help of SPSS 23 software. Kasmadi and Sunariah revealed that the method used to test the significance of data normality was the Kolmogorov-Smirnov method, which was to compare the normality value with an error rate of 5% (α = 0.05). Kasmadi and Surinah stated that the criteria for the normality test of klomogrovsmirnov were :
   1) If the p value Sig > 0.05, it means that the data is normally distributed.
   2) 2) If the p value Sig < 0.05, it means that the data is not normally distributed.

   b) Multicollinearity Test
   Ghozali revealed that the multicollinearity test aims to test whether in the regression model there is a correlation between independent variables or independent variables. A good regression model should not have a correlation between independent variables or independent variables. Ghozali revealed that the method used to detect the presence or absence of multicollinearity in the regression model is to look at the tolerance value and the VIF (Variance Inflation Factor) value with the following conditions :
   If the tolerance value is > 0.10, and the VIF value is < 10, it means that there is no multicollinearity among the independent variables or independent variables in the regression model. If the tolerance value is 0.10 and the VIF value is 10, it means that there is multicollinearity among the independent variables or independent variables in the regression model.

   c) Heteroscedasticity Test
   According to Ghozali, the heteroscedasticity test aims to test whether in the regression model there is an inequality of residual variance from one observation to another. If the variance and residual from one observation to another observation remain, then it is called homoscedasticity and if it is different it is called heteroscedasticity. This

study uses a heteroscedasticity test with the help of SPSS 23. If the variance of the residuals from one observation to another is fixed, it is called homoscedasticity.

3. Multiple Linear Analysis

Kasmadi and Sunariah revealed that multiple linear regression analysis was used to predict the Y variable if the X1 and X2 variables were manipulated together on the Y variable. The multiple linear regression analysis technique used the technique of analysis of variance. Kasmadi and Sunariah stated that the equations used in the multiple linear regression analysis were as follows :

$$Y = a + b_1x_1 + b_2x_2 + \varepsilon$$

Where :

Y = Dependent Variable
$X1$ = Independent Variable 1
$X2$ = Independent Variable 2
a = Constant
b = Regression Coefficient
ε = Epsilon, namely other variables that affect the dependent variable that is not studied

Kasmadi and Sunariah revealed that the formula used in calculating the constant (Y value if X1 and X2 = 0) and the regression coefficient (increase value or decrease value) in multiple linear regression analysis is as follows :

$$a = (\sum y)(\sum x^2) - \frac{(\Sigma x)(\sum xy)}{n\sum x^2 - (\Sigma x)^2}$$

$$b = \frac{n\sum xy - (\sum x)(\sum y)}{n\sum x^2 - (\sum x)^2}$$

Keterangan :

a = constant (Y value if $X1$ and $X2$ = 0)
b = regression coefficient (increase or decrease value)
X = independent variable Y = dependent variable
n = number of respondents

Kasmadi and Sunariah revealed that the criteria for multiple linear regression analysis are as follows :

1) If the p value Sig < 0.05, it means that the regression of the relationship between the X1 and X2 variables with the Y variable is significant.
2) If the p value Sig > 0.05, it means that the regression of the relationship between the X1 variable and the X2 variable with the Y variable is not significant.

4. Hypothesis Testing

a) t Test

Ghozali revealed that the partial hypothesis test or t test was used to test how far the influence of independent variables or independent variables individually in explaining the dependent variable or dependent variable partially or separately. Sugiyono revealed that the formula used in the partial hypothesis test or t test is as follows :

$$t = \frac{rp\sqrt{n-3}}{\sqrt{1-r_{P^2}}}$$

Keterangan :

t = t_{count} which was then consulted with t_{table}
rp = partial correlation found
n = number of samples

partial hypothesis test or t test in the study are as follows :

$\boldsymbol{Ho}$: $\boldsymbol{b1}$= 0 : Work Stress Does Not Affect Performance On CV. Partner Immortal Works Medan

$\boldsymbol{Ha}$: $\boldsymbol{b1}\neq$ 0 : Work Stress Affects Performance In CV. Mitra Karya Abadi, Medan

$\boldsymbol{Ho}$: $\boldsymbol{b2}$ = 0 : Compensation Does Not Affect Performance On CV. Mitra Karya Abadi, Medan

$\boldsymbol{Ha}$: $\boldsymbol{b2}\neq$ 0 : Compensation Affects Performance On CV. Mitra Karya Abadi, Medan

Sugiyono revealed that the criteria for testing the partial hypothesis or t test if the value of t_{count} compared to price t_{table} with an error rate of 5% in testing two parties are as follows :

1. when $t_{\text{count}} > t_{\text{table}}$, it means h_0 rejected and h_a accepted
2. when $t_{\text{count}} > t_{\text{table}}$, it means h_0 accepted and h_a rejected

b) Test F

Ghozali revealed that basically the simultaneous hypothesis test or F test shows whether all independent variables or independent variables included in the model have a joint influence on the dependent variable or dependent variable. Sugiyono revealed that the formula used in the simultaneous hypothesis test or F test is as follows :

$$Fh = \frac{R^2/k}{(1-R^2)\ /\ (n-k-1)}$$

Information :

Fh = F_{count} Which Is Then In Consultation With F_{table}

R = Multiple Linear Correlation Coefficient

k = Number Of Independent Variables Or Independent Variables

n = Number Of Sample Members

Simultaneous hypothesis testing or F-test in research are as follows :

Ho : $b1, b2 = 0$: Work Stress And Compensation Does Not Affect Performance On CV. Mitra Karya Abadi, Medan

Ha : $b1, b2 \neq 0$: Work Stress And Compensation Affect Performance On CV. Mitra Karya Abadi, Medan

RESULTS AND DISCUSSION

1. Descriptive Statistical Analysis with Likert Scale

Respondents' answers to the work stress variable

Total highest score = highest score for each item x number of items x number of respondents

= 5 x 10 x 76

= 3800

The lowest score = the lowest score for each item x the number of items x the number of respondents

= 1 x 10 x 76

= 760

Number of data collection scores = 2213

Percentage (%) = 58.23%

Thus the level of work stress on CV. Mitra Karya Abadi, Medan is in the fairly good category.

Score	%	Interval	Information
3041 – 3800	100 %	81 – 100 %	Strongly Agree

2281 – 3040	80 %	61 – 80 %	Agree
1521 – 2280	60 %	41 – 60 %	Disagree
761 – 1520	40 %	21 – 40 %	Do Not Agree
0 – 760	20 %	1 – 20 %	Strongly Disagree

Respondents' answers to compensation variables
Total highest score = highest score for each item x number of items x number of respondents
= 5 x 12 x 76
= 4560
The lowest score = the lowest score for each item x the number of items x the number of respondents
= 1 x 12 x 76
= 912
Total data collection score results = 2904
Percentage (%) = 63.68%
Thus the level of compensation on the CV. Mitra Karya Abadi, Medan is in the good category.

Score	%	Interval	Information
3649 – 4560	100 %	81 – 100 %	Strongly Agree
2737 – 3648	80 %	61 – 80 %	Agree
1825 – 2736	60 %	41 – 60 %	Disagree
913 – 1824	40 %	21 – 40 %	Do Not Agree
0 – 912	20 %	1 – 20 %	Strongly Disagree

Respondents' answers to performance variables
Total highest score = highest score for each item x number of items x number of respondents
= 5 x 10 x 76
= 3800
The lowest score = the lowest score for each item x the number of items x the number of respondents
= 1 x 10 x 76
= 760 56
Total score of data collection = 2466
Percentage (%) = 64.89%
Thus the level of performance on the CV. Mitra Karya Abadi, Medan is in the good category.

Skor	%	Interval	Keterangan
3041 – 3800	100 %	81 – 100 %	Sangat Baik
2281 – 3040	80 %	61 – 80 %	Baik
1521 – 2280	60 %	41 – 60 %	Cukup Baik
761 – 1520	40 %	21 – 40 %	Buruk
0 – 760	20 %	1 – 20 %	Sangat Buruk

2. Reliability Test

The reliability test using the Cronbach method refers to the Alpha value generated in the reliability test. If the Alpha value is greater than rtable, then the questionnaire items used are declared reliable or consistent. On the other hand, if the Alpha value is less than rtable, then the value of the questionnaire used is declared unreliable or inconsistent.

Table 4.1 Reliability statistics for work stress variables

Cronbach's Alpha	N of items
,952	10

Based on Table 4.10, Cronbach's Alpha value for the work stress variable is greater than 0.600, this indicates that this research questionnaire is reliable so that it can be continued to conduct research.

Table 4.2 Reliability statistics for compensation variables

Reliability

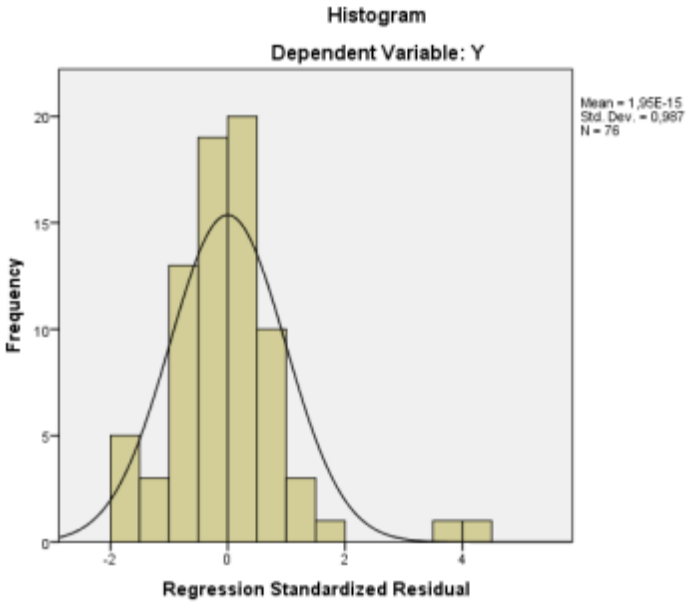
Cronbach's Alpha	N of items
,970	12

Source : data diolah, 2021

Based on Table 4.11 shows the Cronbach's Alpha value for the compensation variable is greater than 0.600, this indicates that this research questionnaire is reliable so that it can be continued to conduct research.

3. Normality Test

Testing the normality of each variable is carried out with the intention of knowing whether the distribution of data from each variable does not deviate from the characteristics of data that are normally distributed. Normality testing was carried out using the Histogram Diagram and proved by the Kolmogorov-Smirnov test statistic.



Gambar 4.1 Grafik histogram

Based on the output display of the histogram graph, the distribution pattern given is skewed to the right, it indicates that the data is normally distributed. Regression model like this can be concluded that the regression model meets the assumption of normality.

Table 4.3 Normality test

One-sample Kolmogorov-smirnov test

		Unstandardized Residual
N	Mean	76

Normal Parameters[a,b]	Std. Deviation	,0000000
	Absolute	1,86365596
Most Extreme Differences	Positive	,141
	Negative	,141
		-,087
Test Statistic		,141
Asymp. Sig. (2-tailed)		,087
Point Probability		,000

a. Test distribution is normal
b. Calculated from data
c. Lilliefors significance correction
Source : data diolah, 2021

Table 4.13 shows that the data is normally distributed because the Asymp.sig (2-tailed) value is 0.087 above at a significance level of 0.05 or 5% or Asymp.sig (2-tailed) > 0.05.

4. Multicollinearity Test

Symptoms of multicollinearity can be seen from the value of tolerance and VIF (Variance Inflation Factor). These two measures indicate each independent variable which is explained by the other dependent variable. Tolerance is a measure of the variability of the selected independent variable which is not explained by other independent variables. Values used for Tolerance > 0.10 and VIF

Table 4.4 Multicollinearity test

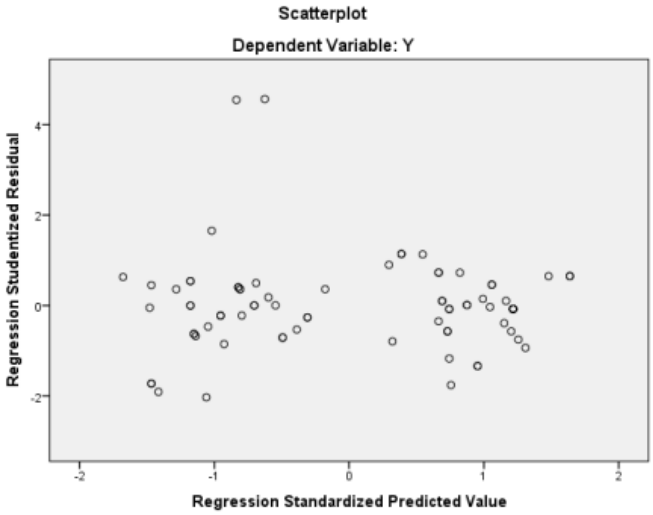
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	**6,864**	**1,006**		**6,821**	**,000**		
X1	**,333**	**,045**	**,453**	**7,351**	**,000**	**,289**	**3,462**
X2	**,416**	**,047**	**,546**	**8,872**	**,000**	**,289**	**3,462**

a. Dependent Variable : Y
Source : data diolah, 2021

5. Heteroscedasticity Test

To detect the presence or absence of heteroscedasticity is to look at the graph plot between the predicted value of the dependent variable and the residual. If there is a certain pattern, such as the dots spread above and below the number 0 on the Y axis, then there is no heteroscedasticity. Based on the results of data processing, the heteroscedasticity test in this study is shown in Figure 4.1 below:



Based on the picture above, it does not appear that there is a certain pattern, and the points spread above and below the number 0 on the Y axis. This illustrates that there is no heteroscedasticity in this study..

6. Results of multiple linear regression analysis

Testing the multiple linear regression hypothesis to determine the effect of work stress and compensation can affect employee performance at CV. Mitra Karya Abadi, Medan which is expressed in the form of a mathematical equation.

Table 4.5 Multiple linear regression equation

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,864	1,006		6,821	,000
X1	,333	,045	,453	7,351	,000
X2	,416	,047	,546	8,872	,000

a. Dependent variable : Y

Source : data diolah, 2021

Based on Table 4.5 above, the multiple linear regression equations in the study are :

$$Y = 6.864 + 0{,}333X_1 + 0{,}416X_2$$

In the coefficient table, the constant is 6864. The score for the work stress variable is 0.333 and the score for the compensation variable is 0.416. From this score, it can be seen that all the independent variables in the multiple linear regression coefficient are positive, which means that the independent variables, namely work stress and compensation, run in the same direction as the dependent variable, namely performance. So in other words, good job stress will be followed by high employee performance on CV. Mitra Karya Abadi, Medan.

7. Hypothesis test results

The t-test was used to determine the effect of each independent variable individually. Regression testing used two-way test (two tailed test) with use α= 5%. Partial test results can be seen in the following table :

Table 4.6 t test

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,864	1,006		6,821	,000
X1	,333	,045	,453	7,351	,000
X2	,416	,047	,546	8,872	,000

a. Dependent variable : Y

Testing on the work stress variable. Based on the results of data processing, the value of is obtained t_{count} of 7,351 is greater than the value of t_{table} that is equal to 1.293 and the sig value for the work stress variable of 0.000 is smaller than the alpha value of 0.05 so it can be concluded that H_0 rejected and Ha accepted. This means that work stress has a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan. Testing on the compensation variable. Based on the results of data processing, the value of is obtained t_{count} of 8.872 is greater than the value of t_{table} which is 1.293 and the sig value for the compensation variable is 0.000 which is smaller than the alpha value of 0.05 so it can be concluded that H_0 rejected and H_a accepted. This means that compensation has a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan.

F Test

Table 4.7 F Test

ANOVA[a]

Model	Sum of squares	df	Mean square	f	Sig.
1 Regression	2998,298	2	1499,149	420,122	,000[b]
Residual	260,491	73	3,568		
Total	3258,789	75			

a. Dependent variable : Y

b. Predictors : (Constant), X2, X1

From table 4.17. above, it is known that the significance value of 0.000 is smaller than the alpha value, which is 0.05 and the value of F_{count} of 420.122 is greater than the value of F_{table} 3.970. The way to see the value of Ftable is as follows :

a. Determining the first degree of freedom (df1), namely the number of variables studied, namely 3 (two) variables minus 1 (one) namely 2 (two).
b. Determining the second degree of freedom (f2), namely the number of samples studied as many as 76 (seventy-six) respondents minus 3 (three) variables studied.
c. So that it can be seen F_{table} with N1 in column 2 (two) and N2 in line 73 (seventy three) so that we get F_{table} worth 3.970 So it can be concluded that H_0 rejected and H_a accepted, meaning that work stress and compensation have a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan.

8. Discussion

a) Job stress on CV. Mitra Karya Abadi, Medan is quite good. Good job stress means that the level of work control in the company will still be well controlled. Although

the level of work stress on CV. Mitra Karya Abadi, Medan is classified in the fairly good category, but there are still weaknesses in the company's work stress level. This can be seen from role conflicts, career burdens and relationships in work where there are still many respondents who do not agree

b) Compensation on CV. Mitra Karya Abadi, Medan is quite good. Although the level of compensation in CV. Mitra Karya Abadi, Medan is classified in the good category, but there are still weaknesses in the company's compensation level. This can be seen from salaries, incentives and non-financial rewards, where there are still many respondents who do not agree.
c) Performance on CV. Mitra Karya Abadi, Medan is quite good. Although the level of performance on the CV. Mitra Karya Abadi, Medan is classified in the fairly good category, but there are still weaknesses in the company's performance level. It can be seen from the quality of work, knowledge and effectiveness of work that there are still many respondents who answered disagree.
d) The three variables studied in this study have been tested for validity and reliability. All statements in the questionnaire are valid and can be used for distribution to research respondents.
e) The data is normally distributed because the Asymp.sig (2-tailed) value is 0.087 above at a significance level of 0.05 or 5% or Asymp.sig (2-tailed) > 0.05. all independent variable values have a Tolerance value > 0.10 and VIF < 10. This means that there is no multicollinearity. The heteroscedasticity test shows that there is no certain pattern, and the points spread above and below the number 0 on the Y axis. This illustrates that there is no heteroscedasticity in this study.
f) The results of multiple linear regression test show that the constant is 6.864. The score for the work stress variable is 0.333 and the score for the compensation variable is 0.416. From this score, it can be seen that all the independent variables in the multiple linear regression coefficient are positive, which means that the independent variables, namely work stress and compensation, run in the same direction as the dependent variable, namely performance. So in other words, good job stress will be followed by high employee performance on CV. Mitra Karya Abadi, Medan.
g) The partial hypothesis test shows that work stress has a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan. Compensation has a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan.
h) Simultaneous hypothesis testing shows that work stress and compensation have a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan.

CONCLUSION

Conclusion

a) Job stress and compensation have a positive relationship with performance. This can be seen from the results of multiple linear regression which shows that the constant is 6.864. The score for the work stress variable is 0.333 and the score for the compensation variable is 0.416. From this score, it can be seen that all the independent variables in the multiple linear regression coefficient are positive, which means that the independent variables, namely work stress and compensation, run in the same direction as the dependent variable, namely performance. So in other words, good job stress will be followed by high employee performance on CV. Mitra Karya Abadi, Medan.
b) The partial hypothesis test shows that work stress has a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan. It can be seen based on the results of data processing obtained the value of t_{count} of 7,351 is greater than the value of t_{table}

which is 1.293 and the sig value for the work stress variable is 0.000 which is smaller than the alpha value of 0.05

c) The partial hypothesis test shows that compensation has a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan. It can be seen based on the results of data processing obtained the value of t_{count} of 8.872 is greater than the value of t_{table} which is 1.293 and the sig value for the compensation variable is 0.000 which is smaller than the alpha value of 0.05
d) Job stress and compensation have a positive and significant effect on performance on CV. Mitra Karya Abadi, Medan. This can be seen from the significance value of 0.000 which is smaller than the alpha value of 0.05 and the value of F_{count} of 420.122 is greater than the value of F_{table} 3.970.

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