

The Influence of Work Ability and Workload Towards the Employee Performances and Work Stress as the Mediation Variable in the General Election Supervisory Agency Located in DKI Jakarta Province

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Abstract

This research aims to analyze the effect of work ability and workload on the employee performance and work stress as a mediation variable in the General Election Supervisory Agency in DKI Jakarta. The population of this study were Non-Government Employees with a sample of 100 employees. Data analysis method used structural Equation model Partial Least Square (SEM-PLS). The results revealed that the variables of work ability affected the variable of work stress negatively and significantly. The workload variables affected the work stress variable positively and significantly. Work stress variables affect negative employee performance but not significantly. Meanwhile, variable work ability affects positive employee performance and significantly. Besides, workload variables affect positive employee performance but not significantly.

Keywords

Work Ability; Workload; Employee Performance; Work Stress; Bawaslu of DKI Jakarta Province.



I. Introduction

The General Election Supervisory Agency or briefly known as *Bawaslu* is one of the institutions organizing the independent and free elections from various parties. *Bawaslu*, Province *Bawaslu*, and Regency *Bawaslu* are institutions organizing permanent elections. The implementation of the *Bawaslu* duties and authorities has been regulated in UU 7/2017 on general elections.

In carrying out its duties, functions and authorities have been an election supervisory institution that is required to realize democratic elections. In fact, *Bawaslu* does not always work well because it must be faced with various threats and must be overcome. First, the development of election issues is always faster than the technical development of conventional election supervision. Second, there is a lack of commitment by-election participants to comply with the rules of election law. Third, weak legal protection occurs to election supervisors in carrying out their duties and authorities.

In addition, *Bawaslu* is required to create democratic, civilized, and dignified elections in accordance with the 1945 Constitution. Thus, *Bawaslu* must be able to improve the capacity and quality of election implementation towards an ideal and democratic election. As mandated in Law No. 7/2017 concerning the General Elections, the aspect of improving the prevention function is a requirement related to improving the quality of election/ection supervision. The aspects that become other major related needs are about handling election violations and dispute resolution of the election process (*LKIP Bawaslu Province of DKI Jakarta, 2022*).

In order to measure the outcome from the supervision, especially the prevention efforts carried out by *Bawaslu*, the greater decline in the number of violations, the

Based on Figure 2, Initial information about alleged election violations stated that there are violations occurred by the officials/State Civil Aparatus, not implementing *Bawaslu's* decision, campaigning outside the schedule, black campaign, campaigns of worship/education places, destruction of campaign props, money politics, balloting of voting results, the use of voting rights, neutrality of election organizers, campaigns involving children, violence of election organizers, and the use of state facilities. It can be stated that the most happen situation of alleged violations 2019 election case in DKI Jakarta province is money politics, manipulation of voting results, and campaigns in worship places. Preliminary information results from alleged election violations derived from findings and reports.

The termination or non-follow-up reports and findings of election violations are decided at the plenary meeting. The status of handling findings and reports must be announced by *Bawaslu*. The following is the receipt recap of findings and reports of alleged *Bawaslu* election violations in *DKI* Jakarta province in 2019:

Table 1. Acceptance of Findings and Reports of Alleged Election Violations in 2019

No	Province and District/City	Number of Findings	Number of Results	Total of Findings and Results	Unregistered/	Registration	Follow-up Alleged Violations				
							Administration	Criminal	Ethics	Not Violation/ Discontinued	Others
1	DKI Jakarta	1	27	28	7	21	4	1	0	16	0
2	East Jakarta	13	3	16	0	16	0	2	0	14	2
3	West Jakarta	2	12	14	0	14	0	1	0	13	1
4	North Jakarta	15	7	22	2	20	0	5	1	15	1
5	South Jakarta	5	5	10	0	10	0	1	1	9	0
6	Central Jakarta	9	3	12	0	12	0	2	0	10	0
7	Thousand Islands	1	0	1	1	0	0	0	0	0	0
Total		46	57	103	10	93	4	12	2	77	4

Source: *Processed Results by Researchers (2022)*

Based on Table 1, the findings and reports of election violations were 103 consisting of 46 findings and 57 reports. From these findings and reports, *Bawaslu* would conduct a preliminary study in order to examine the formal and material requirements and determine the type of alleged violation. If it has fulfilled the requirements, registration will be carried out. The report is accepted if it has been recorded in the registration book. The complainant cannot revoke the report if it has already registered. After registration, *Bawaslu* will conduct a study through a plenary meeting. In this case, it is determined in the form of alleged administrative violations, criminal acts, codes of ethics, and other alleged violations of legislation. In the results study, which are categorized as non-violations but include alleged violations of other laws and regulations, it will be forwarded to the authorized agency.

Success or failure in an election is determined by many factors as well as the actors. *Bawaslu* of *DKI* Jakarta province is determined to be an actor who synergizes in realizing democratic and integrated elections. Thus, *Bawaslu* of *DKI* Jakarta province supervises and prevents all forms of alleged election violations. The following is a summary of the report and findings of election violations and the results of handling in 2014 and 2019 in Table 2:

Table 2. Recap of Reports and Findings of Election Violations

No	SUPERVISORY AGENCIES	ELECTION SCHEDULES	REPORTS AND FINDINGS	HANDILNG RESULTS
1	BAWASLU DKI JAKARTA	ELECTION 2014	30	16
2	BAWASLU DKI JAKARTA	ELECTION 2019	103	16

Source: Bawaslu of DKI Jakarta province in Suswalnto (2020)

Based on previous research conducted by Suswanto (2020), the final results findings of alleged violations handling in 2014 election of 30 cases, 16 cases could be handled almost 51%. This is due to the fact that the complexity of the cases handled was not too complicated. As for the 2019 election, out of 103 cases, only 16 cases were handled. This means that only 19% of cases were handled. This is due to the complexity of the case handled formal and material evidence that is difficult to get from not optimal community support. So that, negative perceptions in the midst of society do not want to bother in being a witness in the case.

The dependent variable (Y1) selected in this study is the work stress as a mediation variable. This is assumed because it can affect the employee performance. The dependent variable (Y2) selected in the study is the performance of employees, concerning the performance of employees not only discuss the results of work achieved by employees, but the process as well as attitudes and behaviors in carrying out tasks/work. Based on the description of the phenomenon described above, the authors are interested to conduct further research entitled “The Influence of Work Ability and Workload towards the Employee Performances and Work Stress as the Mediation Variable in the General Election Supervisory Agency located in DKI Jakarta Province”.

II. Review of Literature

Work ability is the someone's action who can do the job according to their knowledge, educational background, and experience in their field of work. Thus, it can achieve the goals and objectives that have been set by an organization. According to Timpe (2013) Ability is the capacity of an individual to perform various tasks in a job. Besides, Robbins and Judge (2012) stated that employability is an individual capacity to carry out various tasks in a job. Workload means that each employee performs their duties based on the certain levels and entrusted to be done and responsible by the organizational unit. According to Danang (2012), employee performance is the result of an employee's work both in quality and quantity in carrying out tasks within a certain period. Kasmir (2016) explained that performance is the work result and behavior that has been achieved in completing the tasks and responsibilities given in a certain period. Work stress is caused by the work ability and workload, so it has an impact on employee performance. Basically, work stress occurs by too heavy a burden on one's mind and the pressure that makes less concentration. Mangkunegara (2017) defined work stress as a condition where employees feel a pressure in facing the work. Work stress can result unstable person's emotional, over anxiety, tension, nervousness, and other disorders.

III. Research Method

This study used a quantitative approach method and data collection by the research instruments. Primary data and secondary data were carried out to facilitate data collection.

The type of research used experimental research in which the method aimed to explain the cause-and-effect relationship (causality) between one variable and another. Causal research was used as the research design that aimed to test hypotheses about the influence of one or several variables (independent variables) on other variables (dependent variables) (Sekaran, 2017). Data management techniques used the SEM-PLS version 3.2.9 with Outer Model and Inner Model. Therefore, this study could be able to analyze the effect of work ability and workload on employee performance with work stress as a mediation variable in of the *Bawaslu* non-government employees in *DKI* Jakarta province.

IV. Result and Discussion

4.1 General Description of the Research Object

Bawaslu is one of the independent election organizing institutions from various parties and related to the implementation of its duties and authorities which have been regulated in Law No. 7/2017 on General Elections. The main duties and functions of *Bawaslu* members in *DKI* Jakarta province have been regulated in *Bawaslu* No. 3/2020, while the provincial *Bawaslu* secretariat has been regulated in *Bawaslu* No. 1/2021. In addition, *Bawaslu* is also a public service related to the receipt of reports of alleged violations both general and regional elections, as regulated in Laws No. 25/2009.

4.2 Descriptive Statistics

The data analysis results are descriptively presented to describe and present information from a number of data results. The 2 (two) parts in descriptive statistics, namely the response description and the respondent variables descriptions in this study amounted to 100 employees from Technical Implementers.

1. Respondents Description

The description of respondents will be explained based on gender, age, and education level. Gender is divided into two categories, male and female. This is evidenced from the respondent data which showed that the majority of *Bawaslu* employees in *DKI* Jakarta province are male. Moreover, age is divided into nine categories. The results obtained showed that the number of respondents was dominated by the age of 26-30 years which was the age of productive periods. Respondent's education level was divided into four categories, namely SMA/K, Diploma 3, Undergraduate, and Magister. Employees *Bawaslu* *DKI* Jakarta province is dominated by undergraduates. This is because *Bawaslu* *DKI* Jakarta province prefers bachelor degree in filling employee positions. The results of characteristic analysis of respondents can be shown in Table 3:

Tabel 3. Data of Non-Government Employees 2021

AGE	EDUCATION LEVELS							
	SMA/SMK		D3		S1		S2	
	M	F	M	F	M	F	M	F
21-25	1	1	-	-	3	2		1
26-30	2	-	-	1	20	15	3	4

31-35	1	-	-	-	17	5	-	-
36-40	2	-	-	1	8	1	1	-
41-45	-	-	-	-	4	-	-	-
46-50	1	1	-	-	-	-	-	-
51-55	-	-	-	1	3	-	-	-
56-60	-	-	-	-	-	-	-	-
61-66	-	-	-	-	1	-	-	-
TOTAL	7	2	0	3	56	23	4	5

Source: Processed by Researcher (2022)

2. Variable Description

Analysis of the variables description that described the answer in the form of minimum, maximum, and mean values of the variable research were the variables of work ability, workload, performance, and work stress. Statistical analysis of research variable description was used to determine the tendency of the answers on the questionnaire or the extent to which the response of respondents according to the category of answer choices by using a Likert scale starting from 1 (strongly disagree) to 5 (strongly agree) to the statement of each variable. Based on the collected data, the answers of the respondents have been recapitulated and then analyzed to determine the work ability, workload, performance, and work stress.

4.3 Work Ability

Based on 100 respondents taken as a sample, it is known that most respondents rate the ability to work, as Very Good (Mean 4.29). This shows that the respondent was very able to communicate with colleagues effectively. Respondents were able to handle conflicts both with the others and co-workers, respondents were able to determine decisions related to the field of work that respondents have, respondents were able to make changes in work, especially those needed in the organization, respondents were able to develop and follow effective policy plans and procedures, respondents were able to process the script properly, regularly and on time, and respondents have the ability to use knowledge, equipment, experience, and techniques from various disciplines to solve problems.

Table 4. Variable Score of Work Ability

Indicators	Strongly Agree	Agree	Somewhat Disagree	Disagree	Strongly Disagree
	5	4	3	2	1
XI.1.P1	57	39	4	0	0
XI.1.P2	31	59	10	0	0
XI.2.P3	40	54	5	1	0
XI.2.P4	31	51	18	0	0
XI.3.P5	42	54	4	0	0
XI.3.P6	32	59	6	3	0
XI.3.P7	29	66	5	0	0

Source: Processed by Researcher (2022)

4.4 Workload

Based on the 100 respondents taken as a sample, it is found that most respondents rate the Workload as Fairly Well (Mean 2.9). This indicates that respondents are quite good to do many tasks, respondents can complete the tasks in a rush of time, respondents are good enough to perform tasks not according to ability, respondent are good enough in performing tasks that are not should be, high workload can result in respondents' physical health disturbed, respondents experience decreased excellent health in carrying out work demands and lack of support for comfortable and adequate infrastructure.

Table 5. Variable Scores of Workload

Indicator	Strongly Agree	Agree	Somewhat Disagree	Disagree	Strongly Disagree
	5	4	3	2	1
X2.1.P8	13	27	35	22	3
X2.1.P9	15	38	21	22	4
X2.1.P10	7	15	20	39	19
X2.1.P11	8	13	26	35	18
X2.2.P12	11	22	24	27	16
X2.2.P13	2	16	25	39	18
X2.2.P14	18	36	26	15	5

Source: Processed by Researcher (2022)

4.5 Work Stress

Based on the 100 respondents taken as a sample, it is known that most respondents rated Work Stress as Quite Good (Mean 2.6). This indicates that according to respondents, over work can increase the blood pressure, tasks that are not in accordance with the ability can cause headaches, bored with the job that respondents do, sometimes, respondent are often to feel guilty at work, experiencing changes in eating habits, respondents prefer to get away the environment during work and experience sleep disorders.

Table 6. Variable Score of Work Stress

Indicators	Strongly Agree	Agree	Somewhat Disagree	Disagree	Strongly Disagree
	5	4	3	2	1
Y1.1.P15	9	34	22	19	16
Y1.1.P16	12	34	23	21	10
Y1.2.P17	3	7	24	46	20
Y1.2.P18	3	16	33	28	20
Y1.3.P19	5	11	28	39	17
Y1.3.P20	4	22	20	34	20
Y1.3.P21	4	17	24	33	22

Source: Processed by Researcher.. (2022)

4.6 Employee Performances

Based on the 100 respondents taken as a sample, it is known that most respondents rated Work Performance as Quite Good (Mean 4.33). This indicates that the respondents always make the best time at work, respondents are able to work in a team or independently, respondents work in accordance with their ability, respondents always use their skills r have in carrying out the jobs, respondents are able to produce good work in carrying out work plans, respondents are able to work under pressure to achieve target, respondents always try to maintain cohesiveness with colleagues, respondents have a good communication skill in English and respondents always have a desire to work for the better.

Table 7. Variable Score of Employees' Performance

Indicators	Strongly Agree	Agree	Somewhat Disagree	Disagree	Strongly Disagree
	5	4	3	2	1
Y2.1.P22	33	58	8	0	1
Y2.1.P23	30	62	7	1	0
Y2.2.P24	28	63	6	2	1
Y2.2.P25	42	55	2	1	0
Y2.2.P26	34	60	4	2	0
Y2.3.P27	46	50	4	0	0
Y2.3.P28	54	42	4	0	0
Y2.4.P29	29	63	7	1	0
Y2.4.P230	66	33	1	0	0

Source: Processed by Researcher (2022)

4.7 Data Analysis Results

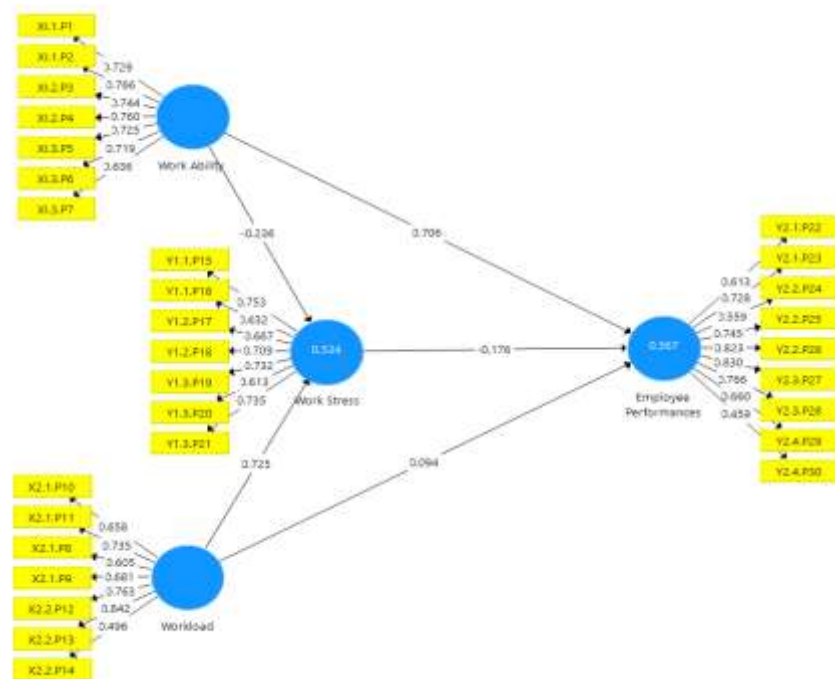
The analysis data result in this study aims to recognize and explain the effect of work ability and workload on the employee performance and work stress as the mediation variable on the Employees *Bawaslu* workers in Province of DKI. The data obtained were 100 questionnaires by the 100 respondents. The steps of analysis used in this descriptive analysis using *software smartPLS*.

4.8 Validity Test

a. Measurement Model Test (Outer Model)

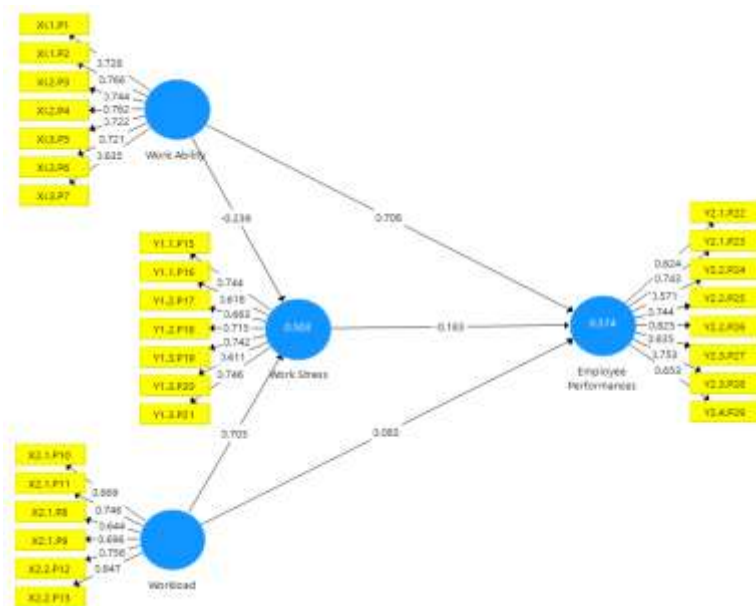
1. Convergent Validity

Convergent validity is the validity test in each construct. The data processing result for *confirmatory factor analysis* to entire construct or research variables are presented in figure below:



Source: Processed by Researcher (2022)
Figure 4. Measurement Model Output Display

Based on Figure 4. it shows that the construct of Work Ability was measured with 7 indicators of X1.P1-X1.P7. The workload construct was measured by 7 indicators as well, that are X2.P10-X2.P14. Meanwhile, employee performance was measured by 9 indicators of Y2.2.P22-Y.2.P30, and workload construct found there were indicators that have loading factors value less than 0,5. It was X2.2.P14 and employee performance of Y2.4.P30. So, these indicators must be dropped. The results of validity test after not valid indicators have been out, the data can be seen as follows:



Source: Processed by Researcher (2022)
Figure 5. Measurement Model Output Display

Based on Figure 5. It can be seen that there is no *factor loading* indicator under 0,50. Thus, the measurement results have fulfilled the validity or could be stated as valid. It can be used for the further research. According to the test of measurement model on the figure 4 and 6, it can be presented that:

- a) Construct or Work Ability can be measured using indicators X1.1.P1-X1.3.P7, all indicators have *factor loading* above 0,50.
- b) Construct or Workload variables can be measured using indicators X2.1.P8-X2.2.P13, there were *factor loading* under 0,50, that is X2.2.P14 and the remaining have above 0,50 value.
- c) Construct or Stress work variable stress can be measured using indicators Y1.1.P15-Y1.3.P21, all indicators have *factor loading* above 0,50
- d) Construct or Employee Performance variable can be measured using indicators Y2.1.P22-Y2.4.P29, there were indicators with *factor loading* value under 0,5 that was Y2.4.P30, while the remaining indicators have *factor loading* above 0,50.

2. Discriminant Validity

Validity test on indicators in each variable was also carried out with *discriminant validity* through examining *cross loading* value. It is the coefficient of indicator correlations toward the constructs comparing with the coefficient correlation of the other construct. The indicator coefficient correlation value must be higher than their own construct. These are following *cross loading* as follows:

Table 8. Cross Loading

Variables	Work Ability	Workloads	Work Stress	Employee Performance
XI.1.P1	0.728	-0.142	-0.205	0.548
XI.1.P2	0.766	0.206	-0.082	0.53
XI.2.P3	0.744	0.115	-0.101	0.496
XI.2.P4	0.762	0.139	-0.149	0.529
XI.3.P5	0.722	0.06	-0.043	0.493
XI.3.P6	0.721	0.168	-0.156	0.67
XI.3.P7	0.635	0.208	0.102	0.473
X2.1.P8	0.213	0.644	0.349	0.164
X2.1.P9	0.158	0.696	0.404	0.046
X2.1.P10	0.123	0.669	0.397	0.041
X2.1.P11	0.059	0.748	0.497	-0.052
X2.2.P12	0.055	0.756	0.542	0.073
X2.2.P13	0.09	0.847	0.653	0.039
Y1.1.P15	-0.07	0.585	0.744	-0.068
Y1.1.P16	-0.137	0.414	0.618	-0.055
Y1.2.P17	-0.066	0.451	0.663	-0.063
Y1.2.P18	-0.164	0.459	0.715	-0.245
Y1.3.P19	-0.011	0.481	0.742	-0.153
Y1.3.P20	-0.157	0.25	0.611	-0.143
Y1.3.P21	-0.089	0.522	0.746	-0.32

Variables	Work Ability	Workloads	Work Stress	Employee Performance
Y2.1.P22	0.433	-0.062	-0.204	0.624
Y2.1.P23	0.505	0.058	-0.157	0.743
Y2.2.P24	0.296	0.015	-0.118	0.571
Y2.2.P25	0.576	0.055	-0.092	0.744
Y2.2.P26	0.698	0.029	-0.223	0.825
Y2.3.P27	0.594	-0.036	-0.367	0.835
Y2.3.P28	0.505	0.051	-0.185	0.753
Y2.4.P29	0.585	0.248	0.084	0.653

Source: Processed by Researcher (2022)

Based on the *cross loading* results on table 8. It showed that all indicators have higher *cross loading* values on their construct rather than the others, so it must be valid.

Dicriminant validity measurements were evaluated based on the *cross loading* measurement with its construct or by comparing AVE roots. Next, *dicriminant validity* by using *Average Variant Extracted (AVE)* value.

Table 9. Average Variant Extracted (AVE) Values

Variables	AVE Values
Workload	0,532
Work Ability	0,528
Employee Performance	0,524
Work Stress	0,481

Source: Processed by Researcher (2022)

Based on the test results by using SmartPLS version 3.2.9, it can be found that variables of employee performance, work ability, and workload have the value above 0,5. So, it can be stated as valid based on the *convergent validity* test, whereas the stress work variable has the value under 0,5, in which 0,481 it can be stated as valid with the requirement of *composite reliability* was more than 0,6 and for the convergent validity already fulfilled based on the Figure 7.

3.Composite Reliability

Indicator reliability is used to prove the accuracy, consistency of indicators used in measuring the constructs. In order to recognize the reliability between one construct with its indicators, it can be used *Cronbach's Alpha* and *Composite Reliability*. This following reliability test results:

Table 10. Composite Reliability

Variables	Cronbach's Alpha	Composite Reliability
Workload	0,825	0,871
Work Ability	0,851	0,886
Employee Performance	0,868	0,897
Work Stress	0,820	0,866

Source: Processed by Researcher, 2022

According to the test, it shows that *Cronbach's Alpha* and *Composite Reliability* values indicates higher value of 0,7. So, it can be concluded that all variables have fulfilled the reliability requirements.

b. Inner Model Test Structural Model)

1. Determination Coefficient/R-Square (R²) Test

R-squared (R²) test is used to measure the levels of *Goodness of Fit* structural model. *R-squared* (R²) model can measure the endogenous latent variables in which variables affected by other variables (in this study is dependent variable and mediation) explained by endogenous latent variable of independent variables. The *R-squared* (R²) results on table 11 shows that exogenous variable determination towards endogenous is categorized as moderate for all paths.

Table 11. R-Square Values

Variables	R-Square Values
Employee Performance	0,574
Work Stress	0,503

Source: Processed by Researcher, 2022

Based on *R-square* test, it shows that *R-square* value for Employee performance as much 0,574 or work ability variable and workload can explained the employee performance variable as much 57,4% and the remaining of 42,6%. It was affected by other variables that not be studied in this research.

2. Validating Structural Model Entirely by Goodness of Fit Index (GoF)

Goodness of Fit Index (GOF) test was used to validate the combined performance between the *outer model* and *inner model*. These following of *Goodness of Fit Index* (GoF) obtained by calculation:

$$GOF = \frac{\sqrt{0.516 \times 0.539}}{\sqrt{0.278}}$$

GoF = 0.527

The result of *Goodness of Fit Index* (GoF) is 0,527, so it can be concluded that combined performance between *outer model* and *inner model* is big GoF. It is because the value of *Goodness of Fit Index* (GoF) is more than 0,36 (big scale of GOF).

Q2 testing is used to validate the model. If the endogenous latent variable has higher Q2 value than 0 (zero), so the exogenous latent variable could be assumed that able to predict its endogenous variable. The results are:

Table 12. Q2 Results

Variables	Q ²
Employee Performance	0.278
Work Stress	0.214

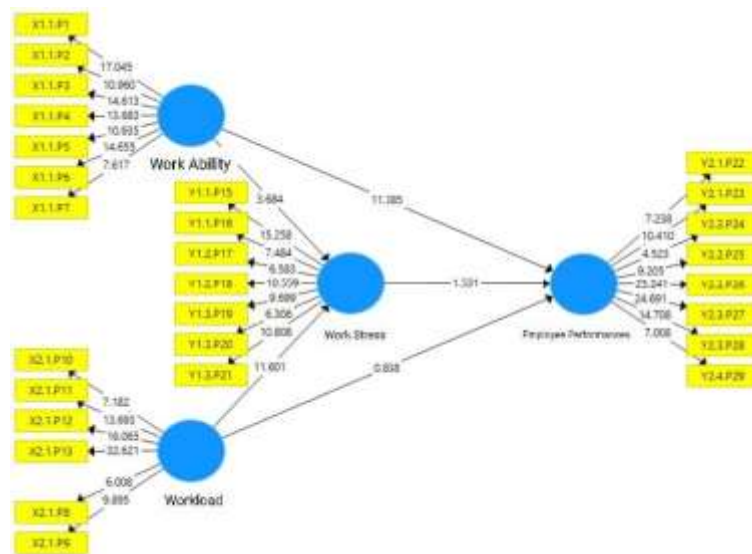
Source: Processed by Researcher (2022)

According to the Q2 result on table 12. It indicates that Q2 value of employee performance is 0.278 and work stress is 0.214. This can be stated that Q2 of employee

performance and work stress show the predictive relevance model and be able to predict their endogenous variables.

c. Significant Path Test (Inner Model)

The significant path test is used to know how much the effects of exogenous variables on the endogenous variable. This is carried out with the procedures of *bootstrapping*. It is a procedure to result T-statistic in looking the significance both *inner* or *outer* models. After completing the T-Statistic steps, it will appear the *Path Coefficient*. If the t value is higher than 1,96 so it will be stated as significance. Direction is pointed by original sample value. If it is more than 0, so it has positive influence, and if less than 0 so it has negative. For the model results, this research can be described as the Figure 6 and table 13 as follows:



Source: Processed by Researcher (2022)

Figure 6. Results of Research Model

Table 13. Path Coefficients Results

Hypothesis	Original Sample	Sample Mean	Standard Deviation	T Statistics	P Values
Work Ability -> Stress Work	-0,239	-0,252	0,065	3,684	0,000
Workload -> Work Stress	0,703	0,715	0,061	11,601	0,000
Work Stress -> Employee Performance	-0,183	-0,158	0,119	1,531	0,063
Work Ability -> Employee Performance	0,708	0,726	0,062	11,385	0,000
Workload -> Employee Performance	0,083	0,048	0,099	0,838	0,201

Source: Processed by Researcher (2022)

4.9 Discussion

a. The Influence of Work Ability on Work Stress

The Partial Least Square (*PLS*) analysis results show that the variable of work ability has negative and significant effect on the work stress. It indicates that the high of individual ability in working both in intellectual or physical abilities and can manage the stress condition well. Especially in the physical ability, such as completing some works with high stamina, dexterity, power, and skills. An employee that has high ability in work tends to have low stress levels because he can overcome the works with his own ability.

The ability is an individual potency to do something so it is possible for someone to do or not to do something. The work ability precisely is accordance with the appropriate work fields. The work skill of each employee must be involved the basic knowledge, skills, and work attitude based on standard applied in an organization. The employee's skill is not only from the hard skill, but also the skills in managing emotional or psychological. The higher employee's abilities in managing emotion, so the lowest stress level will be faced, and also vice versa.

This study result is in line with the Husni (2016) which stated that work ability has negative effect on the stress levels. It proves that the high individual ability in work both intellectual and physical in good managing stress levels. Especially in the physical ability, such as completing some works with high stamina, dexterity, power, and skills. An employee that has high ability in work tends to have low stress levels because he can overcome the works with his own ability.

b. The Influence of Workload on Work Stress

The Partial Least Square (*PLS*) analysis study results show that workload variables has positive and significant effect on the stress work. So, it can indicate that the increase of workloads feel by employees *Bawaslu* employers in Province of *DKI* Jakarta will cause the increase of stress work or with other works, the higher workloads, the higher work stress experienced by the employers. This results is accordance with the cognitive value of individual in providing evaluation on their environment. In this situation, employers evaluate their environment in which the presence of workload can reduce the employers' welfare. So, it will cause the work stress.

c. The Influence of Work Stress on Employee Performance

Partial Least Square (*PLS*) analysis test results show negative results, but not significant on the employee performance. Work stress on the employee performance has the strong correlation in the institution to reduce the workload felt by employers. Since the work stress negatively affects but not significant to the employee performance, it means that with these works, roles and responsibility that must be carried out properly by the employers make them stress due to the heavy workload.

Work stress is the thing that must be concerned by management in an organization. For employers, stress is a challenge, stimulation, and enchantment. However, it can appear the anxiety, conflict, tension, and fear according to how people manage it. Stress appears as the pressure effect by the misalignment between individual with environment. In other words, if the facilities and demand is not match with the necessities and abilities of the person, it will cause stress.

d. The Influence of Work Ability on Employee Performance

Partial Least Square (*PLS*) analysis results show that work ability variable has positive and significant effects on the work stress. It indicates that if the work ability of employees *Bawaslu* workers in Province of DKI Jakarta increased, so it will cause the increase of employee performance. In other words, the higher work ability, so the higher employee performance of employees *Bawaslu* workers in Province of DKI Jakarta.

e. The Influence of Workload on Employee Performance

Partial Least Square (*PLS*) analysis results show that workload variable has positive but not significant effects on the work stress. This indicated that if the work ability of employees *Bawaslu* workers in Province of DKI increased, it will cause the increase of employee performance but not significant. It means that the employees *Bawaslu* workers in Province of DKI have high quantity works.

This results evidenced that the appropriate providing workloads with the standard will be able to increase employee performance. Same with this condition, if the workload is over, it will cause the fatigue level of the workers so the performance will reduce but not significant. But, if the workload is less, it will create useless energy by the workers and harmful for the institution in giving salary.

These statements support the research by Shah et al. (2011) which mentioned that workload becomes positive if points to the increase performance. The implementation of workload can make the workers to produce all potencies they have. If an individual has positive perception, so he will think that workload as the challenge in working, so he will be serious. In contrast, if he thinks that is negative, so it will be the work pressure so it can affect the performance of the workers and institution.

In this study, workload affects the employee performance positively but not significant. It is in line with the research conducted by Riny & Dody (2017) that statistically not significant on the employee performance.

V. Conclusion

1. The result analysis shows that the effect of work ability on the work stress employers has the negative original sample value and P value of 0,000. Because the value of 0,000 < 0,05, so it can be concluded that the work ability affects the work stress negatively and significant.
2. The result analysis shows that the effect of workload on the work stress has the positive original sample value and P value of 0,000. Because the value of 0,000 < 0,05 so it can be concluded that the workload affects the work stress positively and significant.
3. The result analysis shows that the effect of work stress on the employee performance has the negative original sample value and P value of 0,063. Because the value of 0,063 > 0,05, so it can be concluded that the work stress affects the employee performance negatively but not significant.
4. The result analysis shows that the effect of the work ability on the employee performance has the positive original sample value and P value of 0,000. Because the value of 0,000 < 0,05 so it can be concluded that the work ability affects the employee performance positively and significant.
5. The result analysis shows that the effect of the workload on the employee performance has the positive original sample value and P value of 0,201. Because the value of 0,201 > 0,05 so it can be concluded that the workload affects the employee performance positively but not significant.

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