



THE ROLE OF PERSONALITY FACTORS TOWARD WORK STRESS AMONG EMPLOYEE

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ABSTRACT

This research aims to investigate the role of personality factors toward work stress among employee. Data collection instruments used Big Five Inventory created by John and Srivastava (1999) measuring personality factors consist of neuroticism, extraversion, openness to experience, agreeableness, conscientiousness, and work stress scale were adapted from Vionna (2016) referring to aspect of work stress by Aamodt (2004). The participants were 98 employees. The result for major hypthesis using multiple regression analysis showed that there is significant role from personality factors toward work stress simultaneuosly ($p \leq 0,001$) with the effective contribution of 51,8% ($R^2 = 0,518$). The effective contribution of each factors showed that the conscientiousness contributed 31,6%, the neuroticism contributed 12,2%, and the openness to experience contributed 8%. The result for minor hypotesis using simple regression analysis showed that there is significant role from neuroticism toward work stress positively. Meanwhile, there are significant role from extraversion, openness to experience, agreeableness, and conscientiousness toward work stress negatively. Additional analysis in this research showed that there is no difference in work stress between male and female employee.

Keyword: personality factors, big five, work stress, employee



PERAN FAKTOR-FAKTOR KEPRIBADIAN TERHADAP STRES KERJA PADA KARYAWAN

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INTISARI

Penelitian ini bertujuan untuk mengetahui peran faktor-faktor kepribadian terhadap stres kerja pada karyawan. Instrumen pengumpulan data menggunakan skala *Big Five Inventory* yang disusun oleh John dan Srivastava (1999) untuk mengukur faktor kepribadian yang terdiri dari *neuroticism*, *extraversion*, *openness to experience*, *agreeableness*, *conscientiousness* dan skala stres kerja yang diadaptasi oleh Vionna (2016) yang mengacu pada aspek stres kerja milik Aamodt (2004). Subjek dalam penelitian ini berjumlah 98 karyawan. Hasil pengujian hipotesis mayor yang menggunakan analisis regresi berganda menunjukkan bahwa faktor kepribadian secara simultan berperan terhadap stres kerja ($p \leq 0,001$) dengan sumbangan efektif yang diberikan sebesar 51,8% ($R^2 = 0,518$). Secara parsial, *conscientiousness* memberikan sumbangan sebesar 31,6%, *neuroticism* memberikan sumbangan sebesar 12,2%, dan *openness to experience* memberikan sumbangan sebesar 8%. Hasil pengujian hipotesis minor yang menggunakan analisis regresi linear sederhana menunjukkan bahwa *neuroticism* berperan positif terhadap stres kerja. Sedangkan, *extraversion*, *openness to experience*, *agreeableness*, dan *conscientiousness* berperan negatif terhadap stres kerja. Analisis tambahan dalam penelitian ini menunjukkan bahwa tidak terdapat perbedaan tingkat stres kerja antara karyawan laki-laki dan perempuan.

Kata kunci: faktor kepribadian, *big five*, stres kerja, karyawan