

STRESS AND COMPENSATION IMPACT ON WORK PRODUCTIVITY OF FAMILY PLANNING COUNSELING IN TOMOHON, NORTH SULAWESI

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ABSTRACT

Target development in the field of human resources today is the achievement of the quality of human resources and the people of Indonesia were developed in an atmosphere that is peaceful and happy. The increased importance of human resources for the environment is constantly changing. In the management of human resources is required philosophy that not only recognizes the importance of employees as individuals but also as an important element of an organization. Human resources in the company should be managed professionally in order to realize a balance between the needs of employees with the demands and capabilities of the organization. This balance is a key element of an organization in order to develop a productive and reasonable. Stress and compensation is one of the important problems in the maintenance function of human resources, compensation for stress and can be a driving force and motivation to increase employee productivity at the same time an obstacle to achieve employee productivity. The first aim of this study was to determine the effect simultaneously between stress and compensation to labor productivity Extension Family Planning in Tomohon. Second, to determine the effect of partially between stress and compensation to labor productivity in the Extension Family Planning in Tomohon. Third, to find out which of the stress and compensate the dominant influence on the productivity of Extension Family Planning in Tomohon. Kind of explanatory research used in this study involving 52 respondents in the sample of 112 employees Extension Family Planning registered as a civil servant in Tomohon North Sulawesi province.

The results of multiple regression analysis showed that stress work environment, stress individual, organizational stress, stress extra organization and incentives and the value of accreditation simultaneously affect the productivity of Extension Family Planning in Tomohon. Through partial regression is known that stress has a significant effect on work productivity Extension Family Planning in Tomohon. Based on the results of this study, also showed that the compensation is the dominant variable in influencing labor productivity Extension Family Planning in Tomohon North Sulawesi province.

Keywords: *Stress, Compensation, Work Productivity, Tomohon*

JEL Codes: *M2, M20, M21*

1. INTRODUCTION

Target development in the field of human resources today is the achievement of the quality of human resources and the people of Indonesia were developed in an atmosphere that is peaceful and happy. The increased importance of human resources for the environment is constantly changing. In the management of human resources is required philosophy that not only recognizes the importance of employees as individuals but also as an important element of an organization. Armstrong (2013) states that the human resources within the company need to be managed professionally in order to realize a balance between the needs of employees with the demands and capabilities of the company's organization. This balance is a key element of an organization in order to develop a productive and reasonable. Santoso (2014) states that the development of businesses and organizations are highly dependent on labor productivity in the organization. Handoko (2012) adds that the competitiveness of a country is no longer dependent on natural resource wealth but increasingly relies on human resources with the knowledge and skills of both the human capital that is essential for a country. According to Flippo and Handoko (2012) Human resource management includes activities include the design and assignment of the working group, drawing, selection, development, remuneration, motivation, leadership and control stress. It is important to maintain the achievement and job satisfaction especially control of the stress that is one of the factors that have a major influence on the productivity of employees. Stress in the workplace according to Gibson (2011) is divided into four factors: stress work environment, stress individual, organizational stress and stress extra organization. However, when examined further in stress not only has a negative meaning, but also has a positive meaning. Have the kind described by Selye in Gibson (2011) found a positive stress called by Eustress to encourage individuals to do a better job. Idrus (2012) in his research found role conflict has a significant effect on the stress levels of employees then work role conflicts and stress together affect employee performance. Then Muniri (2014) with a research entitled influence of stress at work to find that there was a significant relationship between stress superiors, colleagues stress and stressful working environment on performance. Stress tops the dominant influence on performance. Furthermore Lait and Wallace (2012) argue in his research that the higher the level of expectation is not met, the higher the stress level. Furthermore, according to Handoko (2012) that on the other hand, the stress level is high or low but prolonged exposure may have a negative impact, damaging and potentially dangerous. At this level of stress will disrupt the implementation of the employment, the employee loses the ability to control it, so it is not able to take decisions and behavior becomes irregular and the subsequent impact is going to reduce the productivity of the employee. The above phenomenon is thought to occur on all kinds of jobs are no exception in government agencies, where in recent years the public demands of service delivery best (prime) to the community is increasing. Thus the need to improve the quantity and quality of human resources is a priority to achieve high productivity so employees can answer these demands. Various conditions in the workplace can be a cause of stress on government officials, among others, is boredom because of routine duties of these employees. Besides the perceived excesses employee workload can also cause the onset of stress on government officials, not the exception in the Extension Family Planning in Tomohon and this may affect their productivity, which in turn could hurt many parties. Extension Agent Family Planning in Tomohon is a functional staff on duty in the field line or as managers of family planning at the village / urban village is institutions Family Planning Agency in carrying out the family planning program (KB). For the Extension Family Planning in Tomohon are required to develop their potential and thereby willing and able to cope with any changes in the work environment. But not so the conditions encountered in the field, it

can be seen that with the achievement of the targets of each individual Extension Family Planning in Tomohon which is still less than optimal. That is, the working hours are required to be at the office by government rules are less than 8 hours per day, but in reality many of Extension Family Planning only been in the office an average of 6 hours per day. Then can see also that the tasks assigned by the leadership of BKB Tomohon for the Extension of family planning in order to be able to work directly in the field at least 3 times a week to provide counseling for residents but the facts on the ground show did not happen as assigned and expected, in the case is the extension Family Planning went to the field to provide education on average only 2 times a week even with only 1 time in a week. This automatically makes the leadership BKB Tomohon give warning and sanctioning defaulters Family Planning Extension of the task and its impact stressful for the Extension Family Planning. Thus there is an indication that the stress resulting in deterioration of the work of the Extension Family Planning in Tomohon so the target expected by BKB Tomohon not achieved well, more a lot Extension Family Planning institutions Family Planning Agency Tomohon delinquent filing credit number to obtain the value of accreditation so that delinquent up to several semesters. On the other hand found that between the filing of the value of the results / value obtained is very low / small that cause dissatisfaction. Then the lack of concern regarding the form of incentive compensation for all direct and indirect compensation for the provision of a value (number of credits) to employees who excel. As these constraints will certainly cause stress and can affect employee productivity. To avoid this in order not to interfere with the organization's goals hence the need for a common vision among the leadership, the assessment team with the Family Planning Agency Extension Family Planning Tomohon. According to Martoyo (2012) Compensation is setting the overall provision of remuneration for employees, either directly in the form of money (financial) or indirect form of non-money (non-financial). Purnomosidhi (2012) in his research entitled influence of compensation and the flow of communication to job satisfaction which compensation not supports the appearance of a productive work. Then can see also that since the National Family Planning Programme launched in 1970 has shown real results that is marked by the use of contraceptives. In 2015 an estimated 74% used one contraceptive so that the birth rate has decreased significantly. Based on family data collection in 2015 that the total population of 172 604 inhabitants Tomohon consists of men and women 85 052 87 552 soul soul (BKB Tomohon, 2015). When viewed Total Fixed Revenue (TFR) based on the population census of 2014 to 2015 reached 2.00 means the ability of a mother to give birth to children an average of two people with a population growth rate of 0.18%. But when compared with the population census in 2013 until 2014 TFR reached 2.6 with the population growth rate is 0.38% (BKB Tomohon, 2014). Thus it is clear that in the Year 2013 to the Year 2014 planning program initiated by the city of Tomohon run properly or in accordance with what is expected to be but in 2014 until the 2015 surge birth rate that is quite large with a population growth rate at 0.38%. There is a difference of 0.20% of the total population growth between the Year of 2013 to the Year of 2015 (BKB Tomohon, 2015). Obviously in this case the duties and functions of the principal of the Extension Family Planning in agency BKB Tomohon still less than optimal in performing the tasks assigned in the civil service means that there is deterioration of the work of the Extension Family Planning that it has an impact on the decrease in employee productivity, it also influenced by the level of stress that can be derived from the work environment, individuals, organizations and extra organization and can also be affected by the award of compensation in the form of incentives, provision of value / number of credits, all of which were very influential on the level of labor productivity of an employee. According Sudarmayanti (2012) that the meaning of labor productivity is the desire (The Will) and effort (Effort) people to always improve the quality of life and livelihood in all

spheres. In connection with the meaning of it is the work productivity Extension Family Planning is the effort made by the Family Planning Extension to carry out their duties and functions in order to contribute to the development of small family norm happy and prosperous as well as quality family *tewujudnya* 2020. As for as the foundation implementation is Law No. 10 of 1998: Population Development and Family Welfare Development in which there are four (4) attempts namely principal maturing age of marriage, birth control, family security improvement and improving the welfare of the family. To assess the productivity of an Extension Family Planning is to look at the results achieved in implementing the four points listed above efforts were poured into the form specified and given compensation or the value of accreditation. For the Extension Family Planning often there is a problem and a different pressure, for example in the accreditation assessment between the submission and the value obtained their incompatibility with expectations that cause stress for employees is characterized by the deterioration of work, listlessness and dissatisfaction. The level of stress will affect employee productivity which is consistent with the views expressed by Robbins (2011) that would give birth to the physiological symptoms of stress, psychological and behavioral symptoms. Likewise, the Family Planning Extension in BKB Tomohon as one of regional government officials who continue to make improvements in various sectors, including improvements in the human resources sector, expecting to further increase employee productivity.

The purposes of this Research

The purpose of this research: (1) To determine the effect simultaneously between stress consisting of a stressful work environment, stress individuals, stress organizations, stress extra organization and compensation consisting of incentives, the value of accreditation to work productivity Extension Family Planning in Tomohon (2) to determine the effect of partially between stress consisting of a stressful work environment, stress individuals, stress organizations, stress extra organization and compensation consisting of incentives, the value of accreditation to work productivity Extension Family Planning in Tomohon (3) to determine which of the stress consists of stress work environment, stress individual, organizational stress, stress extra organization and variable compensation consists of incentives, the value of accreditation the dominant influence on the productivity of Extension Family Planning in Tomohon.

2. LITERATURES REVIEW

Human Resource Management

According to Armstrong (2013) Human resource management is an approach to people management that is based on four basic principles. Meanwhile, according to Umar (2012) Human Resource Management is the planning, organizing, directing and controlling over the procurement of labor, development, compensation, integration, maintenance and fulfillment of working relationships with human resources to achieve the goals of individuals, organizations and society. The second definition of HR Management at the top there are different points of view, which according to Umar (2012) emphasizes the management functions, while Armstrong (2013) review from the perspective of his cultivated fields. This implies that if it is to obtain a high productivity, the stress should be properly managed, because the stress is too little or too much of an effect as bad. This is consistent with the view of Weiss (2013) which states that stress is good are not too little and not too much.

Some Basic Concepts of Stress

According to Atkinson (2013) stress is a condition caused by the interaction of the individual with the environment that creates a perception gap between the demands that come from situations of resources biological and social system of a person. Stress can come from work environment, individuals, organizations and extra organization. Further according to Hawari (2011) stress is divided into two eustress and distress. Eustress is the stress that occurs within the limits of normal, synonymous with stress (multitasking) the levels of stress experienced employees can still be tolerated. Distress is stress that can make a person sick where a person cannot deal with such stress.

The effects of work-related stress

According to Luthans (2012) that the stress is not automatically a bad influence for employee and organizational performance. In general stress at low levels can enhance job performance. Furthermore, the opinion Atkinson () supports the assertion above that stated that increasing stress from a low level to a moderate level will raise and improve the outcome (the performance). While the addition increase in stress is assumed to interfere with productivity. Thus the level of stress on the position of very low or very high, the employee's productivity will drop.

Some basic concepts about compensation

According to Handoko (2012) Compensation implies is everything received by employees as remuneration for their work. According Martoyo (2012) as setting overall compensation is the provision of remuneration for the employers and the employees either directly in the form of money (financial) or indirectly in the form of non-money (non-financial). Furthermore, associated with compensation in Extension Family Planning Agency for KB in order to develop properly it needs to be supported by the climate and conducive working environment including strengthening the legal basis of its existence. By SK Menpan Number: KEP / 120 / M.PAN / 9/2004 dated September 2, 2004 on the functional position of PKB and credit number, accompanied by a technical guide to be used as a reference by the accreditation assessment team PKB or PKB making process coaching and career development can be implemented in a planned, purposeful, consistent and continuous through the proper procedures.

Some Basic Concepts of Productivity

According to Simanjuntak (2014) that labor productivity contains two (2) terms, namely philosophical qualitative and quantitative operational techniques. Philosophically quantitative, productivity contains a view of life and mental attitude that is always trying to improve the quality of life. The state of today should be better than yesterday and tomorrow's quality of life should be better than today so that the view of human life is not easily satisfied but continues to develop them and improve employability. Quantitatively technical operation, productivity is a comparison between the results achieved (outputs) with the overall resources (inputs) used per unit of time. According to Handoko (2012) implies compensation is everything received by employees as remuneration for their work. Meanwhile, according to Sudarmayanti (2012) that the meaning of productivity is the desire (the will) and effort (effort) people to always improve the quality of life and livelihood in all fields.

Extension Agent family planning (AFP)

Based on the decision of the Minister of Administrative Reform : KEP / 120 / M.PAN / 9/2004 on Functional AFP.

Influence the level of stress on the productivity of employees

According to Syarief (2010) the pattern of relationship between stress and productivity is expressed by the relationship U-inverted. The underlying logic is that the inverted U-low to moderate levels of stress stimulate the body and improve the ability to react. That's when people often do a better job, more intensive and faster. But too much stress put demands that cannot be achieved or constraints on a person who caused the productivity becomes lower.

Based on the results of previous studies:

Idrus (2012)

Research on Conflict and Stress And Its Effect on Performance Personnel in Regional Water Company Dati II Malang regency. Based on the analysis found that there is significant influence between the variables conflict with the role of stress as indicated by the value of Beta (β) of -0.5875 and multiple correlation coefficients (R²) of 0.3452. Whereas the effect of conflict and stress working together on the performance also showed a significant effect as indicated by the beta coefficient of -0.4053 and -0.4050 with (R²) of 0.5210.

Yuniriyanti (2013)

Analyze the variables that affect the working stress on hospital workers at the Regional Hospital in Kepanjen Malang. Based on the results of the analysis showed that job stress eight variables, only three variables that have a significant influence. These variables are haziness role, role conflict and regions in the organization with the theoretical contributions of 35.57% and the rest influenced by other variables not examined in the study. This study also showed a significant difference in stress levels among the workforce of medical and non-medical workers.

Muniri (2014)

Research conducted entitled "Influence of Stress at Work on Performance with A Case Study of Regional Inspectorate Office of Malang". Based on the results of analysis show that there is a significant relationship between stress superiors, co-workers stress work environment and stress on performance either partially or simultaneously. This is indicated by the value of the multiple correlation coefficient (R) = 0.797 and (R²) = 0.635 and beta coefficient = -0.802 boss stress, stress coworkers = -0.755 and environmental stress job = -0.437. Also note also that the variable is a variable subordinate stress the dominant influence on employee performance.

Nur Hayati (2014)

Research conducted entitled "Causes of Stress and Its Effect on Performance Studies Lecturer Malangkucecwara In Malang" by using correlation and multiple linear regression tried to see the influence of the organization, individual differences and individual to the performance professor Malangkucecwara Malang. Based on the survey results revealed that organizational variables, individual differences and individual significant effect either partially or simultaneously.

Judy M. Hogan, John G. Carlson dan Jagdish (2014)

Research conducted entitled "Stressors and Stress Reactions Among University Personnel" Based on factor analysis known that the working environment proved to affect the stress level of the workplace or outside the workplace, but social support did not have a significant effect on the incidence of employee stress. This analysis also proved that the stress effect on behavior, cognitive and psychological of employees. Multivariate Analysis of Variance (MANOVA) was used to prove the hypothesis that the type of work, age and gender influence stress levels differently.

Jana Lait and Jean E. Wallace (2012)

The study titled "Stress at Work: A Study of Professional Organizational Conflict and Unmet Expectations" trying to apply the model of organizational conflict professionally on the job stress experienced by workers in the public service. The analytical method used is the analysis of the path (Path Analysis), to predict the effect of unmet expectations and the level of work stress, as well as the indirect effect of professional and bureaucratic conditions on the level of job stress. Based on the results of analysis show that the higher level of unmet expectations, the higher the level of job stress. This proves the hypothesis first proposed.

Purnomosidhi (2012)

The study entitled "Effect Compensation and Flow Communications on Job Satisfaction" confirms that compensation not support the appearance of productive employment, the provision of information technology and working conditions, such as offices and other facilities are still inadequate, then the flow of communication that does not support in terms of quantity and the quality and welfare of the other employees who still cannot be taken well and fulfilled would result in lower job satisfaction.

Sudiby (2012)

The study titled "The Role of Motivation on Employee Productivity Level Regional Water Company (PDAM) Malang Municipal Level II". Samples are as many as 30 employees. The sample is equal to the total population because the number of field employees the company is entirely only amounted to 30 employees. The analysis technique used multiple linear regressions. While the results of study is that the incentive factor that includes (basic salary, compensation for labor, housing allowances, allowances general), work environment that includes (working conditions and health funds) and opportunities for career development that includes (educational opportunities addition, the term of salary increases and funds for additional education) has a great influence on the level of employee productivity PDAM Malang City. State also that the incentive factor having the most impact on the level of productivity of employees compared with other factors. In this research refers to research conducted by Nur Hayati, Muniri, Purnomosidhi and Sudiby where there are similarities that research conducted on Government Agencies using variable stress and multiple linear regression analysis tool later in this study adds variable compensation and employee productivity are on research- previous studies have not used.

3. HYPOTHESIS

H1: Stress consisting of stress work environment, stress individual, organizational stress, stress extra organization and consists of incentive compensation, the value of accreditation allegedly simultaneous influence on the productivity of Extension Family Planning in Tomohon.

H2: Stress consisting of stress work environment, stress individual, organizational stress, stress extra organization and consists of incentive compensation, the value of accreditation suspected partial effect on the productivity of Extension Family Planning in Tomohon.

H3: Compensation is the dominant influence on the productivity of Extension Family Planning in Tomohon.

4. RESEARCH METHOD

Research approach

Research to be carried out includes the type explanatory research which explains the causal relationship between the variables of the other variables with the hypothesis (Sugiyono, 2012). Accordingly, this study provides an explanation and compensation effects of stress on work productivity in Extension Family Planning in Tomohon.

Location and Time Research

This research activity takes place in Tomohon North Sulawesi province, where there are many Extension Family Planning in Family Planning Agency Tomohon. Tomohon is chosen because the city is still relatively young due to the result of the expansion area in the new city administration.

Population and Sample

The population of this research is all that is in Family Planning Agency Tomohon North Sulawesi Province. Total population Extension Family Planning in Family Planning Agency 112 people, the samples taken in this study are:

$$N = \frac{112}{1 + (112)(0,1)^2}$$

$$N = 52 \text{ people}$$

The sampling technique in this research is Proportional Random Sampling. This technique is used, because the population is not homogeneous, which were the difference Functional employees. So that the number of samples to be taken include the Functional levels.

Method of collecting data

In this study, the type of data to be used views from its source is primary data and secondary data. Primary data is data obtained from interview and questionnaire / questionnaire. Secondary data were obtained from an intermediary medium (obtained and recorded other parties) generally in the form of evidence, records or historical reports that have been compiled in the archive (documentary data), both published and unpublished (Indrianto, 2010). While the data collection techniques in this study using questionnaires / questionnaire, observation and interview.

Data analysis

Descriptive statistical method aims to obtain an overview of the stress stressful work environment, stress individual, organizational stress, stress extra organization and consists of incentive compensation, the value of accreditation as well as to identify the characteristics of each of the variables in the form of frequency and percentage. Inferential statistical methods aimed to examine the effect of stress consisting of a stressful work environment, stress individual, organizational stress, stress extra organization to compensation consisting of incentives, the value of accreditation as well as to test the hypotheses that have been formulated in this study. The analysis model used is multiple linear regression with the help of computer software (software) program SPSS (Statistical Product and Service Solutions) version 21 for Windows. Criteria testing this hypothesis using the F test and t test. Model of multiple linear regression analysis was to determine the effect of independent variables on the dependent variable. The independent variables in this study are: stress consisting of stress

work environment, stress individual, organizational stress, and stress extra organization while the dependent variable is comprised of incentive compensation, the value of accreditation. Forms formula mathematical equation of multiple linear regression analysis used are as follows, (Sugiyono, 2012):

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + \dots + b_kX_k + e$$

Where:

Y = Dependent Variable

a = Constanta

$b_{1,2..k}$ = The regression coefficient

X = Independent Variable

e = Confounders

5. RESULTS AND DISCUSSIONS

Research result

Object of research

Tomohon is part of North Sulawesi Province which is the result of autonomous regions as well as the separation of Minahasa in 2003. The existence of Tomohon as a new autonomous city within the administrative area of North Sulawesi province adds to the dynamics of regional development in accelerating the growth process of regional development in North Sulawesi. The diversity of the city function disebabkan because the conditions characteristic of the region owned by the city of Tomohon specific, carry enormous potential to be developed into an area of high economic value. Tomohon is a city that is growing and developing at the main circulation route between the city of Manado and other cities in Minahasa. This situation makes the position of Tomohon very strategic and important position in the region's economy at the same time creates a smooth access to the circulation in the area. Circulation holds a very important role in the growth and development of a city because menyagkut all movements and of the benefit. Easy accessibility from Tomohon city has been put to good use by operators in developing their activities.

From this condition, Tomohon increased growth and development is very rapid especially those related to the growth of new businesses, mobilization and migration. Some functions held city of Tomohon as follows:

- a. Tomohon as city services (education, health, tourism)
- b. Tomohon as an agricultural town (agribusiness, agro-tourism and eco-tourism)
- c. Tomohon as the city of flowers
- d. Tomohon as a city of culture

Tomohon inaugurated on January 27, 2003 has an area of 147.2178 hectares km² or 14.121.78. Tomohon consists of five (5) sub-districts, 30 (thirty) Village and 5 (five) village, as shown in the table below:

No	Districts	Location of Government Office	Villages	Subdistrict	Total
1.	Tomohon Selatan	Lansot	2	7	9
2.	Tomohon Barat	Woloan Satu	-	5	5
3.	Tomohon Tengah	Talete Dua	-	7	7
4.	Tomohon Timur	Paslaten Satu	-	5	5
5.	Tomohon Utara	Kakaskasen Tiga	3	6	9
	Total		5	30	35

Multiple Linear Regression Analysis

Variable stress

Variable Stress (X1) has a value of 2,130 statistics. This value is greater than t table (2.130 > 2.007). Thus testing showed H1 is not rejected. These results show that the stress variables significantly influence labor productivity (Y).

Variable Compensation

Variable Compensation (X2) has a statistical value of 3,917. This value is greater than t table (3,917 > 2,007). Thus testing showed H2 is not rejected. These results show that the variable compensation significantly affect labor productivity (Y).

Third Hypothesis Testing

Based on the results of testing the above hypothesis is represented by variable Stress (X1) and compensation (X2) effect simultaneously and partially to work productivity (Y).

Which independent variables to indicate the dominant influence productivity by looking at the value of t the greatest. Of attachments can be seen that the most dominant variable is the variable compensation as indicated by the value of the largest beta coefficient that is equal to 0.399. This hypothesis is supported by Muniri (2014), namely: to determine the independent variables most decisive (dominant) in influencing the value of the dependent variable in a linear regression model, then use the Beta coefficient (Beta Coefficient). The so-called coefficient is called standardized coefficient. Results of correlation analysis obtained from the regression output (attachment) to correlate the effect of which is represented by variable compensation to productivity Stress and obtained the value of R Square = 0.794. This figure shows that the variation of labor productivity can be explained by the regression equation obtained amounted to 79.5% while the rest, i.e. 20.5%, explained by other variables outside the model equations R of 0891 means that the influence of variables Stress (X1) and compensation (X2) the productivity of labor is strong enough.

Effect of Stress on Productivity Work

Partial test showed that the stress have a significant effect on the productivity of Extension Family Planning. It can be concluded that the handling and management of stress levels well in human beings, especially the Extension Family Planning Institute Tomohon BKB will increase the productivity of the work of the Family Planning Extension.

Based on research data can also be seen that the spatial agencies provide BKB Tomohon for the Extension keluaraga Planning the work is still less regular lighting systems

for work are lacking, then the workload given by the leadership of BKB to the Extension Family Planning is not appropriate in the sense occurs an excessive workload for the Extension Family Planning in BKB Tomohon, frequent communication offs among Extension Family Planning, between superiors and subordinates, organizational culture that exists in BKB Tomohon often change according to who the commander BKB on then, the frequent occurrence of family conflicts the Extension family Planning all of which are essential to be considered by BKB Tomohon. Thus, if it had been handled well by BKB Tomohon in the sense already can properly manage stress levels that existed at the Family Planning Extension course will automatically increase the productivity of the work of the Family Planning Extension in BKB Tomohon.

Compensation Effect on Productivity Work

Partial test shows that compensation significant effect on the productivity of Extension Family Planning. It can be concluded that the system is handling well and providing compensation to employees, especially the Extension Family Planning Institute Tomohon BKB will increase labor productivity of the Extension Family Planning. Based on research data that compensation is the dominant variable in influencing labor productivity Extension BKB Institute of Family Planning in Tomohon. This can be evidenced by the finding that the compensation applied by BKB Tomohon still not optimal in the sense that they lack the bonus received by the Extension family planning even though they are already working in accordance hours and according to the targets set, the lack of incentives earned by the Extension Family plans despite the workload facing beyond their capacity, lack of health care benefits when health has become the right of every citizen in this case the Extension Family planning, then rarely get a holiday allowance of BKB Tomohon in each year, the lack of satisfaction of the Extension Family planning in accepting credit number or value of accreditation (the value obtained is not in line with expectations) in this case the Extension family plan was imposed unfairly by the Assessment team accreditation so many Extension Family planning in BKB Tomohon feel unsatisfied and ultimately have an impact on deterioration of employment.

Thus, BKB Tomohon City should pay more attention to the welfare of the extension of family planning through the provision of targeted and appropriate compensation. That is, BKB Tomohon should more often give incentives and bonuses for Extension Family Planning, which perform the task well, Extension Family Planning who carry out tasks outside office hours in this case overtime, then BKB Tomohon should give an award for the provision of value accredit the Family Planning Extension achievement and are doing a good job because the value of accreditation will be used by the Extension Family Planning in proposing rank and position in accordance with the decision of the Minister of Administrative Reform: KEP / 120 / M.PAN / 9/2004 concerning Position PKB functional as well as calculation of credit. Thus, if the application of the compensation has been carried out as directed and better then the extension of family planning in BKB Tomohon be the spirit in carrying out their duties, be responsible for the tasks assigned, are satisfied with the work and the benefits granted, justice and can automatically increase productivity for the Extension Family Planning in BKB Tomohon.

Effect of Compensation Against Stress and Work Productivity

Simultaneous testing shows that stress and compensation have a significant effect on the productivity of Extension Family Planning. The results of multiple linear regression showed that there was a positive relationship between stress and variable compensation to labor productivity Penyluh BKB Family Planning in Tomohon. This illustrates the indication

of a strong positive relationship between the independent variables (stress and compensation) simultaneously with the increase in work productivity of Extension Family Planning Tomohon. It also shows that there is a significant effect of the variable compensation for stress and work productivity of Extension Family Planning in BKB Tomohon. Base on the research of system data in the highest salary value indicator. Meanwhile, the lowest value is the provision of incentives and submission of credit rate. This should be a concern for the institution Tomohon Family Planning Agency in order to further improve the system of compensation directed. Their handling, stress management and compensation by the BKB Tomohon well and directed to the Family Planning Extension will encourage the increase of labor productivity of the Extension Family Planning in BKB Tomohon.

6. CONCLUSIONS AND LIMITATIONS

Based on the analysis and discussion in the previous chapter, the conclusions that can be drawn from this study are as follows: (1) Stress work environment, stress individuals, stress organizations, stress extra organization, incentives and the value of accreditation simultaneously have a significant influence on the productivity Extension family Planning in family Planning Agency Tomohon, which means that the first hypothesis is proven, (2) variable stress which covers stress work environment, stress individuals, stress organizations, stress extra organization partially significant effect on the productivity of Extension family Planning in family Planning Agency Tomohon. Likewise, the variable compensation that includes incentives and the value of accreditation is partially have a significant influence on the productivity of Extension Family Planning in Family Planning Agency Tomohon, this is in accordance with the second hypothesis, (3) Stress work environment, stress individuals, stress organizations, stress extra organization, incentives and the value of accreditation has a positive relationship with productivity Extension Family Planning in Family Planning Agency Tomohon, which means that the higher the management level of stress and compensate the employee productivity will be higher as well, (4) Based on the research, it is found that compensation has dominant influence on the productivity of Extension Family Planning in Family Planning Agency Tomohon, meaning third hypothesis proved.

Some of the limitations experienced researchers in conducting this study in addition to budget and time constraints, among others: (1) the availability of supporting data from relevant institutions is incomplete and not all of the latest data, (2) There are many things that can affect the respondents including psychological state that is not predictably so as to influence the respondents in filling out questionnaires / questionnaire, (3) respondents were busy in filling out the questionnaire / questionnaire tended not to notice the items / item in question, (4) the difficulty of getting information from the respondents to conduct interviews directly because most respondents busy with his work so that the majority of the information obtained from the questionnaires / questionnaire.

7. CONTRIBUTIONS

Suggestion of this research are: (1) Given the magnitude of the effect of stress and compensation to labor productivity Extension Family Planning in Tomohon, then BKB Tomohon should give more attention to these issues. BKB Tomohon should pay more attention to the comfort of the employee, the suitability of the tasks assigned by the leadership in this workload, communication between superiors and subordinates, organizational culture, relationships among, allowances for employees, incentives, bonuses, giving a value of accreditation appropriate with the achievements of the Extension Family Planning and other awards that all that if not properly managed and directed in the end will cause stress for the Extension Family Planning in Tomohon so the effect on their productivity, (2) in order to enhance work productivity Extension Family Planning in the City Tomohon should Leader Family Planning Agency Tomohon can further be fair and open in providing incentives, bonuses, other awards to the Extension Family Planning achievers so that the Extension Family Planning are satisfied with what obtained was then head of Family Planning Agency Tomohon should be able to maintaining good relationships among employees as well as good relations with subordinates which strive to build and enhance better communication within the organization, both from leaders to subordinates and among employees, (3) in order to increase the productivity of the work of the Extension Family Planning in Tomohon expected assessment team Accreditation in order to be more objective in their assessments to the Extension Family Planning in Family Planning Agency Tomohon so that the Extension Family planning can be more satisfied, feel enforced fairly, then motivated and ultimately increase the productivity of their work from day-today, (4) for the development of further research is recommended to further develop research, especially with regard to compensation in this case housing allowance, medical allowance, bonus, promotion and advancement and office employees.

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