

Pengaruh tekanan kerja dan penglibatan Kerja terhadap prestasi kerja dalam Kalangan pekerja sektor awam Sepanjang musim pandemik covid-19

ABSTRACT

The COVID-19 pandemic is indeed able to affect the physical and mental health of employees. However, there is still less research related to the relationship between stress and work engagement on employee performance based on the context of this pandemic. Therefore, this study was conducted to examine the influence of work stress and work engagement on work performance among public sector workers in Malaysia during the pandemic season. The study data was collected through a quantitative survey approach and the study sample consisted of 150 eligible respondents selected through the snowball sampling method. These three variables were measured using three instruments namely Perceived Stress Scale (PSS), Utrecht Work Engagement Scale (UWES), and Individual Work Performance Scale (IWPS) and they were distributed online through a link of Google Form. The data collected will be analyzed using the IBM SPSS Statistics Version 28.0 software system. A simple linear regression analysis found that work pressure has a significant and negative relationship with the work performance of public sector employees while work engagement has a significant and positive relationship with the work performance of public sector employees. The results of multiple regression analysis also prove that there is a positive and significant relationship between enthusiasm and task performance. Therefore, this proves that work performance depends on the stress and engagement of employees towards their work. Enthusiasm obtained from people around also contributes to individual work performance. This study is very important for future researchers to identify the causes of work performance deterioration based on stress factors and work engagement