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RELATION BETWEEN HUSBAND'S SUPPORT WITH WOMAN
EMPLOYEES' STRESS LEVEL OF DEPARTMENT OF MANPOWER AND TRANSMIGRATION OF YOGYAKARTA PROVINCE
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ABSTRACT

This study aims to determine the relationship between husband's support to the job stress on woman employees of Manpower and Transmigration of Yogyakarta province. The hypothesis of this study is that there is a negative relationship between husband's supports to the job stress on woman employees. The subjects were 54 woman employees of the Department of Manpower and Transmigration of Yogyakarta Province, who has been married. Methods of data collection in this study using a scale of husband's support and job stress scale. The technique of data analysis in this research is the Product Moment analysis technique of Karl Pearson. From the analysis concluded, that the value of the correlation coefficient for the relationship between the two variables is -0.397 ($p < 0.01$). This suggests that there is a negative relationship between husband's supports with the job stress on woman employees. The coefficient determinant husband's support to the job stress is 0.158. This suggests that factors affecting husband's support of 15.8% of the job stress, while 84.2% is influenced by other factors.

Keywords: job stress, husband's support, and woman employees

INTRODUCTION

Now, the participation of women as human resources in the era of globalization has increased both in terms of quality and quantity. The amount of working woman in various sectors are rising and the chance to reach achievement by formal education or skills is more open (Shaevitz, 1991). The progress of woman's role in work is marked by the emergence of woman employees in jobs that once only did by man, and by the emergence of woman bosses and executives. Those women participations are supported by the society progress of education, economy, technology and information factors. With those changes, so in the end, women have chance to join in work field that is always thrive (Susan & Wirawan, 2009).

It showed by projection data from Statistic Center Bureau and National Department of Manpower and Transmigration of Yogyakarta Province, 15 January 2009, the amount of Indonesian Labors are always decreasing year by year. In 1999 there are 146,953 Indonesian Labors overseas. In Saudi Arabia, there are 335,000 Indonesian Labors, consists of 305,000 women and the men only 30,000. Harsosumarto (2009) explained that based on secondary data from Kementerian Koperasi (Cooperative Ministry) in 2006, Koperasi Wanita Seluruh Indonesia (Women Cooperative of Indonesia) have 1,760 1,576 women labor or 89.5% and 184 men labor or 10.5%.

Beside of that, from the result of Pembangunan Jangka Panjang I (1 st Long Term Development) that planned by Garis Besar Haluan Negara (State Policy Outline) before, showed that the composition of the resident age 25-39 who join in job market in cities tend to decrease, especially woman employees. In 1980, the composition of that is 40.5% from all cities labor force in same period is decreasing from 33.2% to 39.1% (Bappenas, 2009).

Now, job demand becoming harder, both in terms for the employees or the entrepreneurs. The level of rivalry that is more tight from before, make institutes or companies need employees who able to follow the job demand and could increase the achievement continuously. An institute or company surely cannot maintain their employees' existence to keep working, if the employees cannot adjust with the company's needs. This thing cause anxiety, worry, fear, feel no passion, and feel forced to live it. This condition cause the life of job professional now started to impact to others life aspects (Shaffar, 2009).

The results of The Marlin Companies' survey, a company in North Heaven that collaborated with Harris Interactive in 2003, already observed that there are enhancement of fear or mental illness that relation with stress problems in work place is 30%. Beside of that, also reported that there are 27% decrease of emotional problems like depretions, insomnias, drugs abuses, or family conflicts (Losyk, 2007).

WHO stated that stress not only strikes USA, but also spreads to entire world. United Nations's report called job stress as 20's disease. Diseases and accidents that caused by stress already took part as 3/4 from employees' absence reasons. Data from Biro Statistik Ketenagakerjaan (Employment Statistic Bureau showed that the amount of days that employees used to absent with (blablabla) reasons can reach about 20 days. Departemen dalam Negeri (Domestic Department) predicted, 40% from the employees' come and go cases are caused by stress. This prediction based on the reality that 60%-90% doctor visits are caused by problems that related to stress (Perkins in Losyk, 2007). Shaffar (2009) explained that stress because of tasks demands that are harder in office, work rivalry, new wisdom, and inflations that are higher compared to the decrease of salary could impact to household that is marked by the increasingly infrequency of employees to stay at home. Shaevits (1991) added that these things will give more pressure to wife that work because household mother charged to priors family needs, whereas working mom charged to concerns to herself, assertives, and concerns to her job.

Rini (2009) also said that the current job could be the source of big tension and stress to working moms. Start form rigid work rules, unwise boss, hard tasks,

Commonly, stress is an adaptive response that is impacted by individual characteristics or physical process as the consequence of behavior or moments of environment that cause specific effects in terms of physiological or psychological behavior (Gibson et al., 1991). Then, Chaplin (1991) added that job stress as a stressful condition, physically or psychologically when an individual does a job.

From the result of researcher interview from 28th January 2009 to 31st January 2009 to 30 employees, consists of 10 woman employees and 10 man employees in Department of Manpower and Transmigration of Yogyakarta Province's office. Commonly, got information that the task of employees and coaches who in this case are closely related to low level society, is a job that brings consequences to moral load. The employees, especially the coaches, charged to make a change, mentally or material to low level society so they will grow and develop. Often, the coaches are tasked to go to other cities for ten to twelve days, four or five times a year. Absolutely, this thing steals so much time, especially to the one who already had a family. Result of interview to 10 woman employees, got information that the local condition that came by, still not as good as in cities. Water, electricity, and road, still difficult so then woman employees get many obstacles. The difficulties of job responsibility sometimes cause pressure and stress to employees. Often, the employees in office get headache when working, feel exhausted, easily get angry, strained when working, get worry when husband getting angry, often to delay job, and often to absence because they have to take care of their family first. This thing causes the increasing of job quality and trust from the leader. As what Robbins (1998) said, that stress employees get have physical, psychological, and behavioral symptoms. Whereas, the result of interview to 10 man employees, got information that the difficulties of job responsibility didn't cause more exhausted or stress. If they have to go to work to other cities they not attached like a mother who have to take care of her children and husband. Man employees tend to get support from their wife. Then, the location of transmigration placement which in seclusions are hard to reach, and need strong physical not too become problems for them. Those things are congruent with Lundberg's (in Gunadi, 2009) saying that stress or pressure that borne by woman employees is bigger than man employees have.

Factors of stress are: (1) individual perception, (2) job experience, (3) social support, (4) personality type, (5) age (Robbins, 1998). Social supports can be sourced from mate (husband or wife), family, friend, or boss (Gottlieb in Handayani, 2009). Robin and Salovey (in Smet, 1994) added between those social support sources explained that marriage support or mate is a source of social support that is the most important.

Losyk (2007) said that working mom who get stress need to get support from her husband to ease the burden she borne. Duxbury and Higgins (in Arinta, 1993) thought that if that support not fulfilled, will give effect too to organization where she work, including the declining of physical health and mental hygiene, and individual dissatisfaction that will cause the elevation of absents also the increasing of turn-over. If this thing allowed to continue will cut the productivity of human resources especially the woman.

Role and support from husband are very needed to avoid the occurs of job stress of career women. Social support is interpreted as someone's perception about fulfillment of interpersonal relationship and the frequency of relationship with number of people who can invited to interact. Limited number of research that used that meaning explained that individual is protected by husband's support from negative consequences of job stress of career women. Husband's support helps to overcome job stress problem of career women (Gibson, et al., 1991).

Career woman who get husband's support like suggestion, help, emotional benefit, stands by her, ready to help, give spirit, cares, respects, loves his wife, will feels that her husband very able to gives motivation to work and get selfactualization. But, career woman who is not supported by her husband will feels that husband is unable to gives his wife motivation to work so career woman that actually already had job burden will feels uncomfortable, feels guilty about family, pressed, and finally get stress.

Support from husband allegedly very needed by working woman to do her job well, and also can cut job stress. According to Robbins (1998), lack of husband's support will cause stress level becoming higher, so from this case can be concluded that woman employee who get low support from her husband will tend to have high job stress level. Otherwise, woman employee who get high support from her husband, will tend to have low job stress level.

METHOD

The subjects in this research are 54 woman employees Department of Manpower and Transmigration of Yogyakarta Province, who already had husband. Data collecting method in this research used scale, namely "Husband Support Scale" and "Job Stress Scale". Scale is a measuring tool to find out or reveal psychological aspects, form statements that indirectly reveal behavior indicator from attribute in question, respond, or subject's answer that unclassified as right or wrong answer (Azwar, 2003). Husband Support Scale and Job Stress Scale prepared with reference to the Likert Scale that presented in questions. Each question have four alternative answers, those are Very Appropriate, Appropriate, Inappropriate, and Very Inappropriate.

Items in Husband Support Scale are 48 grains. The result of construct validity test showed that from 48 items of Husband Support Scale there are 46 valid items, with the coefficient of validity move between 0.302 and 0.839, used 0.300 cut-off. The result of the calculation of reliability from 46 valid items showed reliability coefficient alpha (α) as big as 0.967. It's indicated that the calculation of Husband Support Scale have trust level as big as 96.7% and showed error variation as big as 4.3%.

For Job Stress Scale items are 36 grains. The result of construct validity test showed that from 36 items, there are 33 valid items. Valid coefficient items move between 0.305 to 0.866, used 0.300 cut-off. The result of the calculation of reliability from 33 valid items showed that the calculation of Job Stress Scale have trust level as big as 93.0% and showed error variation as big as 7.0%.

As for data analysis of this research used product moment technique by Karl Pearson.

RESULT AND DISCUSSION

Before product moment correlation analysis to test hypothesis, there are several prerequisite tests that have to fulfill first. Prerequisite Tests that have to fulfill are variable that the measuring have to follow normal distribution and independent variable relation and independent variable relation with dependent variable must be linear.

The result of normality test of woman employees' job stress variable showed the value of KS-Z is 0.107 with significance level 0.182 ($p > 0.05$). that showed that the variable of woman employees' job stress have normal distribution. The result of normality test of husband support variable showed the value of KS-Z is 0.117 with significance level 0.064 ($p > 0.05$). That showed that the variable of husband support have normal distribution.

The result of linearity test of job stress and husband support variable got 10.829 F value with significance level 0.003 ($p > 0.05$). it means both variables have linear relation. After normality and linearity test did so all of prerequisite fulfill, so hypothesis test do by used product moment technique by Karl Pearson. Analysis result got correlation coefficient value (r_{xy}) as big as -0.397 with significance level 0.001 ($p > 0.01$). Determinant coefficient of husband support with job stress is 15.8%, whereas 84.2% affected by other factors.

Based on that result of data analysis showed that hypothesis that state there is negative relationship between husband support and job stress accepted. It's figure out that there is significant negative relationship between husband support and job stress of woman employees. Employees who get husband well support tend to have low level stress, otherwise woman employees who get low husband support tend to have high job stress level.

The acceptance of hypothesis in this research showed that husband support proven affect job stress. Same as research that Losyk (2007) did that husband's attitude is an important factor in deciding the success of dual-career marriage. Husband who support his wife's career and collaborate in take care of household affairs everyday, in general, make his wife feel more satisfaction and happiness in life, family, and career.

Based on data analysis that already did, gotten $r^2 = 0.158$. It showed that husband support variable give effective contribution as big as 15.8% to job stress variable. It means that there are still other factors that affect job stress as big as

employees in the middle level category are 40 people (74.07%), and in the low level category there is no one (0%). It showed that almost all of woman employees got pretty well husband's supports. It means, with enough husband's support job stress that woman employees got still could well overcome.

In the other hand, the result of categorization of Job Stress Scale (dapat diketahui) that no one of woman employees got high level job stress (0%), woman employees who got middle level are 46 people (85.18%), and in low level category are 8 people (14.82%). It showed that woman employees had middle level job stress, so husband's support could affect on changes of job stress level on woman employees. It means that job stress of woman employees can decided by husband's support, in this case high husband's support can cause low level job stress.

Based on those so could be concluded that husband's support could affects job stress on woman employees. Woman employees with high husband's support, tend to have low job stress. Otherwise, woman employees with low husband's support tend to have high job stress. So it can say that husband's support takes role in decreasing or increasing job stress level of woman employees, even the percentage is just a little.

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122

123

122

127

126

122

122

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