

THE INFLUENCE OF JOB INSECURITY AND JOB STRESS TOWARD ABSENTEEISM AT KPU MINAHASA TENGGARA**PENGARUH KETIDAKAMANAN KERJA DAN STRES KERJA TERHADAP ABSENSI DI KPU MINAHASA TENGGARA**

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Abstract: Absenteeism is the absence of someone at work. In Indonesia, especially for the State Civil Service (ASN), absenteeism will affect their salary or income. According to previous research, absenteeism has a relationship with job stress and job insecurity. Job stress is a condition of constancy that creates a physical and psychological imbalance, which affects emotions, thought processes, and the condition of an employee. Job insecurity is the powerlessness to guarantee the continuity of work or its components when the work situation is threatened, and creates insecurity for employees, or insecurity felt by employees. This research uses quantitative methods. The sample of this study were all respondents of KPU Minahasa Tenggara. This research uses purposive sampling and the date is filled in by 30 respondents. The results of this study indicate that simultaneous Job Insecurity and Job Stress have a significant effect on Absenteeism, Job Insecurity does not significantly influence Absenteeism in the Southeast Minahasa KPU partially, and Work Stress behavior has a significant effect on Absence in the Southeast Minahasa KPU partially. The recommendation is for the Southeast Minahasa KPU to focus more on knowing what drives Work Stress in the Southeast Minahasa KPU and the impact on absenteeism from the office. As frequently mentioned by companies, managers and employees must work together to find out what is best for the company.

Keywords: *job stress*

Abstrak: Absensi adalah ketidakhadiran seseorang dalam pekerjaan. Di Indonesia, terutama bagi Aparat Sipil Negara (ASN), absensi akan berpengaruh pada gaji atau pendapatan mereka. Menurut penelitian sebelumnya, ketidakhadiran memiliki hubungan dengan stres kerja dan ketidakamanan kerja. Stres kerja adalah suatu kondisi ketegangan yang menciptakan adanya ketidak seimbangan fisik dan psikis, yang mempengaruhi emosi, proses pikir, dan kondisi seorang karyawan. Ketidakamanan dalam pekerjaan adalah ketidakberdayaan untuk menjamin kesinambungan dari pekerjaan atau komponen-komponennya pada saat keadaan pekerjaan itu terancam, dan menimbulkan rasa ketidakamanan pada karyawan, atau rasa tidak aman yang dirasakan oleh karyawan. Penelitian ini menggunakan metode kuantitatif. Sampel penelitian ini adalah seluruh responden KPU Minahasa Tenggara. Penelitian ini menggunakan purposive sampling dan tanggal diisi oleh 30 responden. Hasil penelitian ini menunjukkan bahwa secara simultan Ketidakamanan Kerja dan Stres Kerja berpengaruh signifikan terhadap Absensi, Ketidakamanan Kerja tidak berpengaruh secara signifikan terhadap Absensi di KPU Minahasa Tenggara secara parsial, dan perilaku Stres Kerja berpengaruh signifikan terhadap Absensi di KPU Minahasa Tenggara secara parsial. Rekomendasi adalah KPU Minahasa Tenggara harus lebih fokus pada mengetahui apa yang mendorong Stres Kerja di KPU Minahasa Tenggara dan dampaknya terhadap ketidakhadiran di kantor. Seperti disebutkan di perkantoran, manajer dan karyawan harus bekerja sama untuk mengetahui apa yang terbaik bagi perusahaan.

Kata kunci: *stress kerja*

INTRODUCTION

Research Background

Major changes occur in the modern era today takes part in the social, political and economic sectors. It changes transnational economic sectors on goods, services, trends, values and innovation globally. The growth of international trade allows for overseas investors to invest in Indonesia, but it still under question whether our workforce is ready to compete with globalization changes as the development progresses day by day.

The conditions above imply that potential human resources are capable to adopt the progress and development of science and technology to always growth. This requires employees to achieve performance which as high as possible with the hope of the organization or company can compete and competitive in the era of globalization today.

Resources are a source of energy or power that needed to create movement, activity, and action. These resources, among others, consist of nature resources, financial resources, human resources, science resources, and technological resources. Among these resources, the most important resource is human resources.

Human resources are resources used to synergize the other resources in order to achieve organizational goals. Without human resources, other resources are idle and less useful in achieving organizational goals. Key assets that are critical to the development and achievement of organizational, or company goals is a human resource.

However, there is one obstacle that come from the employee itself that makes employee as a human resources in company that make a company hard to achieve goal, the obstacle is employee absenteeism. Absenteeism is a habitual pattern of absence from a duty or obligation without good reason. Generally, absenteeism is unplanned absences. It has been observed that the phenomenon of absenteeism does not exist only on the Indonesian industry; it is a universal fact. The difference is only in terms of magnitude. The extent of absenteeism may differ from industry to industry, place to place and occupation to occupation. Absenteeism may be extensive in a particular department of an industry (or a concern).

In Indonesia, more importantly for civil worker (ASN), absence of an employee will have effect of their payroll or their income. When their absent from work, it has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between employee and employer. It is seen as a management problem, and framed in economic or quasi-economic terms. According to previous research, absenteeism have connection with job stress and job insecurity.

In the last twenty years, research has generated wide empirical evidence about the negative impact of job insecurity on a number of aspects related both to individuals' well being and to organisational functioning. As regards the individual consequences, higher feelings of job insecurity were found to correlate with poorer mental and physical health. On the other hand, as regards the organisational consequences, work withdrawal behaviours such as absenteeism, tardiness and task avoidance.

That correlates with Job Stress also because there are situations in which the job's demands exceed the individual's resources are expected to produce stress. In such situations withdrawal represents a means of avoiding stress. For the organization, one of the most significant forms of withdrawal is absenteeism, an observable consequence of changing the allocation of time and effort from work to some non-work activity and setting. It can be said that these both variables proved to have impact on Absenteeism.

Minahasa Tenggara is a district in North Sulawesi Province, Indonesia, with the capital city of Ratahan which is a division of Minahasa Tenggara. Minahasa Tenggara is one of the Districts among 15 Regencies / Cities (11 Regencies and 4 Cities) in North Sulawesi Province. The capital of Minahasa Tenggara is Ratahan, about 80 km from Manado, the capital of North Sulawesi Province. This district is a division of its parent district, namely Minahasa Tenggara. With the regency economic growth that keep increasing each year, making people that lives in Minahasa Tenggara must maintain their value as a human resources. The General Election Commission of the Republic of Indonesia (Also known as Komisi Pemilihan Umum/KPU) is a state institution that organizes general elections in Indonesia.

From the table above can be seen the potential that can cause motivation and performance can decrease and the potential causes of employee stress. Starting from the implementation stage of the election is too dense and in a long time brackets by not knowing holidays and work for almost 24 hours a day, as well as the number of parties that are berbadang reversed with the year before that are loaded with interests of each parties, it can be said that I had the potential to disrupt the performance of the Election Institute. Also, they have many offices that spread across Indonesia regions, up to Minahasa Tenggara. But because it is located in an area that is not the provincial capital, many active employees often absent.

Research Objectives

Based on the research problems, the objective of this research are

1. To analyze the effect of Job Insecurity and Job Stress on Absenteeism at KPU Minahasa Tenggara simultaneously
2. To analyze the effect of Job Insecurity on Absenteeism at KPU Minahasa Tenggara partially
3. To analyze the effect of Job Stress on Absenteeism at Jamkrindo Manado partially

THEORETICAL FRAMEWORK

Human Resource Management

Human Resource is to develop an effective HR function for development and maintenance of human functions. Every organization is made up of people and thus acquiring their services, developing skills, motivating them to high levels of performance and ensuring that they continued to maintain their commitment to the organization for achieving organizational goals. According to Burma 2014 Human Resource or HR is a strategic approach to managing employment relations which emphasizes that leveraging people's capabilities is critical to achieving competitive advantage, this being achieved through a distinctive set of integrated employment policies, programmes and practices. Also, according to Burma, 2014 Human Resource is one very important factor in a company in addition to other factors such as capital. Therefore, HR must be properly managed to improve the effectiveness and efficiency of the organization.

Meanwhile, Mathis and Jackson in Lapina, Maurane, Starineca, 2014 examine Human Resource is the design of the formal systems within an organization to ensure the use of human talent effectively and efficiently in order to achieve organizational goals. Human Resource is the integrated capabilities of the intellect and physical power of the individual. Performers and nature conducted by heredity and environment, while his performance was motivated by a desire to meet his satisfaction, Basalamah, 2016. Huselid 2011 contended that human resources are frequently "underutilized" because employees often perform below their maximum potential and that organizational efforts to elicit discretionary effort from employees are likely to provide returns in excess of any relevant costs. Bailey argued that HRM practices can affect such discretionary effort through their influence over employee skills and motivation and through organizational structures that provide employees with the ability to control how their roles are performed.

Performance Appraisal

Performance appraisal is a widely discussed concept in the field of performance management. The importance accorded to performance appraisal systems in part arises from the nature of the current business environment, which is marked by the need to achieve organisational goals as well as remain relevant in intensely competitive markets through superior employee performance, Chen and Eldridge, 2012.

Within this context, various studies suggest that organisations can hardly control the behaviour of their employees. The organisations can however control how employees perform their jobs. In addition, performance management research shows that a significant number of employees tend to have the desire to perform their jobs well as part of their individual goals as well as a demonstration of loyalty towards the organisation. Arguably, the key to ensuring that employees perform well lies in the ability to provide them with the right working environment. Such an environment generally includes fair treatment, offering of support, effective communication and collaboration. According to Maley 2013 these are the very qualities that are created by an effective performance appraisal system.

While focusing on performance appraisal as a motivational tool, studies in this field strongly suggest that performance appraisal systems can be used to enhance motivation Chen & Eldridge, 2012 However, the link between performance appraisal and employee motivation has often been studied in a traditional or general manner and hence the relationship tends to be blurred in nature. The traditional use of performance appraisal has for instance been criticised for the reward of —win-lose results as opposed to —win-win results in which the system promotes supportive and cooperative behaviour Rowland & Hall, 2012.

Organizational Behavior

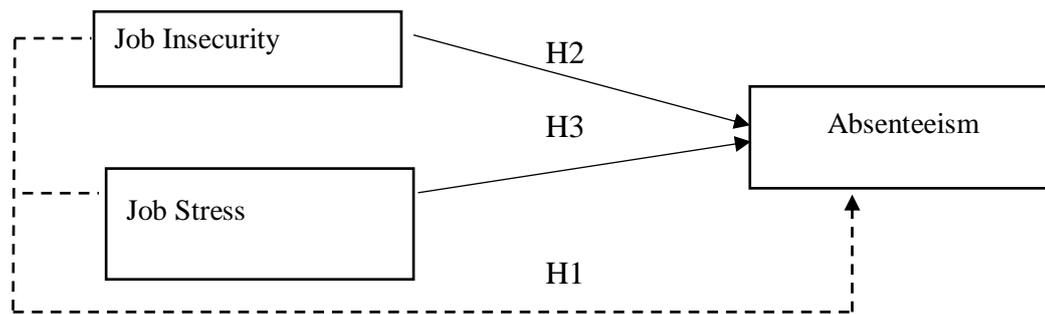
Organizational behavior (OB) is a field of study devoted to recognizing, explaining, and eventually developing the attitudes and behaviors of people (individual and group) within organizations. Organizational behavior is based on scientific knowledge and applied practice. According to Kaifi 2010, the "RED Analysis"

Previous Research

A model for the effects of job insecurity on performance, turnover intention, and absenteeism from Staufenbiel, T and König, C J. This study investigates the effects of job insecurity on four organizationally important outcomes: in-role behaviour, organizational citizenship behaviour, turnover intention, and absenteeism. A model is tested in which job insecurity is simultaneously a hindrance and a challenge stressor. In particular, job insecurity is proposed to have a predominantly harmful effect on performance, turnover intention, and absenteeism, and it is argued that these effects are mediated by (reduced) work attitudes. In addition job insecurity is also assumed to affect these behaviours in the opposite way (i.e. a suppressor effect) because job insecurity might motivate employees to make themselves more valuable to the organization by working harder and being less absent. The model is tested with a sample of 136 German non-managerial employees. Data from supervisors (i.e. in-role behaviour and organizational citizenship behaviour), the company's personnel files (i.e. absenteeism), and self-reports (i.e. job insecurity, work attitudes, turnover intention, in-role behaviour, and organizational citizenship behaviour) were used. Structural equation modelling showed that a model that included both negative and positive effects fitted the data best. The negative effect was stronger than the positive effect. The results show that the effects of job insecurity are more complex than previously assumed. In addition, the results also extend previous research into hindrance and challenge stressors because they show that stressors should not be categorized as either hindrance or challenge. Instead, it might be more appropriate to conceptualize hindrance and challenge as two dimensions. An unstable condition of a company causes the need to downsize the organizations structure by doing layoff. This circumstance evokes a feeling of insecurity in the employees, known as job insecurity. The present study's objective was to examine if there is a relationship between job insecurity and organizational commitment in the current employees of PT. KX in Jakarta, while other employees have been laid off. The present study was done by distributing a questionnaire to 89 employees in PT. KX. The study was a correlational research with quantitative method. The sampling technique was criterion sampling. The results showed that there is a significant negative relationship between job insecurity and organizational commitment. Therefore, the conclusion of the present study is that the lower the job insecurity among employees, the higher the organizational commitment towards the company, vice versa.

The second article is Relationships between burnout and role ambiguity, role conflict and employee absenteeism among health workers by Víctor E. Olivares-Faúndez. The aim of this research was to analyze the influence of some psychosocial risk factors in the development of burnout and to analyze the influence of this phenomenon on employee absenteeism. The study sample included 142 health care workers. The data analysis included descriptive statistics and multiple linear regression models. The results confirmed the influence of role ambiguity and role conflict on burnout [$F(2,139) = 26.720$; $p < .001$], but the influence of burnout on employee absenteeism was not confirmed. However, a significant and positive relationship has been shown between burnout and employee absenteeism ($\beta = 0.197$; $p < .05$). In conclusion, the findings of this study support the claims that role conflict is a more intense predictor of the emotional component of burnout (burnout; $\beta = 0.585$; $p < .001$). Additionally, there is evidence that prolonged emotional strain could encourage employee absenteeism. This study aims to obtain empirical evidence about the effect of job insecurity toward job turnover intentions with job satisfaction and organizational commitment as intervening variable. The samples in this study are employees who worked at the television industry in Jakarta. Sampling method used was convenience sampling. Tests used in this study are validity testing, reliability testing, the classic assumption testing, simple regression and path analysis testing. Results of the first hypothesis toward showed that there was significant influence of job insecurity towards job turnover intentions. Result of this study showed that organizational commitment and job satisfaction were not intervening variable in the relations between job insecurity and job turnover intention.

The third article is The Influence Of Job Insecurity On Job Performance And Absenteeism: The Moderating Effect Of Work Attitudes by Antonio Chirumbolo. Job insecurity was found to have relevant psychosocial consequences for both individuals and organisations. Recently, research is increasingly focusing on those variables that can moderate its negative influences. In this study, the impact of job insecurity on two indicators of organisational behaviour (i.e. job performance and absenteeism) was investigated. It was expected that job insecurity was negatively related to job performance and positively to absenteeism, and that this relationship was moderated by work related attitudes, such as job satisfaction and organisational commitment. Four-hundred and twenty five workers were interviewed with a structured questionnaire. Overall, the hypotheses were supported by the data: job insecurity was in fact negatively correlated with job performance and positively with absenteeism. However, work related attitudes moderated only the effect of job insecurity on job performance but not on absenteeism.

Conceptual Framework**Figure 1. Conceptual Framework***Source: Theoretical Review, 2018***RESEARCH METHOD****Type of Research**

This research will use causal type of research with Quantitative method. As an analysis tool this research will use multiple linear regression method. The factorial design focuses on two or more categories with the independent variables as compared to the dependent variable

Population and Sample

Ehlers2009 referring the population as an aggregate or totality of all the objects, subjects or members that conform to a set of specifications. The population in this research are all the civil servants in KPU Minahasa Tenggara.

Data Collection Method

Primary data is the data obtained directly from the original source, specifically the primary data collected by researchers to answer the research questions. The primary data of this study gets from the results of questionnaires. The questionnaires are distributed to respondents so they can respond directly on the questionnaires. There were two sections in the questionnaires that should be filled in by respondents. The first section asked about respondents' identities and the second section asked about things that related with the variables.

Operational Definition of Research Variable

The definition of research variables are:

1. Job Insecurity (X1) is the fear of losing one's job, in ASN case, losing a job position in the organization
2. Job Stress (X2) is an unwanted reaction people have to severe pressures or other types of demands placed upon them in KPU Mitra
3. Absenteeism (Y) is the lack of Employee Presence at the office or any given location for work

Data Analysis Method

Descriptive analysis was employed to describe characteristics of respondents based on factors of age, education and work duration. Validity test was conducted to analyse of whether all questions used for variables in the questionnaire were valid or not, based on correlation between each question to the total questions. Pearson Product Moment was used for this test. A question was categorized as valid question if the value of Pearson correlation was positive and the significance value below 0.05 to the total questions of variables. Reliability test was established by testing for both consistency and stability of the answers of questions. Cronbach's Alpha is a reliability coefficient that indicates how well the items in a set are positively correlated to one another (Sekaranand Bougie, 2009). A variable is categorized as reliable valuable if value of Cronbach's Alpha is above 0.60.

Classical Assumption Test

Four assumptions including normality, no multicollinearity, homoscedasticity and no auto-correlation were analysed to make multiple linear regression. Normality was checked by plotting residual values on a histogram with a fitted normal curve. No multicollinearity was tested by the Variance Inflation Factor (VIF) statistic. Another way to think of co-linearity is “co-dependence” of variable. Intellectus Statistics plot the standardized residuals verses the predicted Y' values can show whether points are equally distributed across all values of the independent variables or not. According to Sekaran and Bougie2009, homoscedasticity occurs if the one residual observation to other observation is fixed, otherwise it is called heteroscedasticity. The multiple linear regression model was checked for autocorrelation with the Durbin Watson test.

Multiple Linear Regression

In this research, multiple regression analysis was employed to analyse the effect of job satisfaction and perceived availability on job alternatives on turnover intention. In general, the equation of multiple linear regression is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Where, X_1 , X_2 , X_3 , are independent variables and Y is dependent variable. To test simultaneous effect of independent variables (job satisfaction and job alternatives) to dependent variable (turnover intention), F test was used. F test as any statistical test in which the test statistical has an F -distribution if the null hypothesis is true. If F count is greater than F table, H_0 is rejected and H_1 is accepted. Accepting H_1 means that all consumption values has an effect on consumer purchase decision at certain significant level used. To test partial effect of each independent variable t test was used (5 %, $\alpha = 0.05$). Statistically, this test has a t distribution if the null hypothesis is true. In this test, t count is compared to t table. If t count is greater than t table H_0 is rejected and H_1 is accepted. Accepting H_1 means that a single independent variable has an effect on dependent variable. Goodness of Fit Test through Coefficient of Correlation (R) and Coefficient of Determination (R^2) was applied in this research. “Coefficient of determination is used to show the percentage of variability in Y that can be explained by regression equation”. Meanwhile, “Coefficient of Multiple Correlation is used to measure the strength of relationship between Y (dependent variables) and X (independent variables)” (Newbold and Thorne, 2003). The following considerations are used to classify the strength of correlation: > 0.70 (very strong positive correlation), $0.50 - 0.69$ (substantial positive correlation), 0.30 to 0.49 (moderate positive correlation), 0.10 to 0.29 (low positive correlation), 0.00 (no correlation), $- 0.01$ to $- 0.09$ (means a negligible negative correlation), $- 0.10$ to $- 0.29$ (low negative correlation), $- 0.30$ to $- 0.49$ (moderate negative Correlation), $- 0.50$ to $- 0.69$ (substantial negative correlation), $< - 0.70$ (very strong negative correlation).

RESULT AND DISCUSSION

Result

The data used of this research is collected by distributing questionnaires to the target. The following is description about the characteristic of the respondents consists of characteristic based on gender and age.

Characteristic of Respondents

Based on gender shows that 67% of respondents are male (20 people) and the rest 33% is female (10 people). Based on age shows that Most of respondent in this research are >40 years old (70%), followed by 30% with 26 – 40 years old.

Validity Test**Table 1. Validity Test Result**

		JOB INSECURITY		
		Y	JOB STRESS	ABSENTEEISM
Job Insecurity	Pearson Correlation	1	-.110	.580**
	Sig. (2-tailed)		.277	.000
	N	30	30	30
Job Stress	Pearson Correlation	-.110	1	.097
	Sig. (2-tailed)	.277		.337
	N	30	30	30
Destination Loyalty	Pearson Correlation	.580**	.097	1
	Sig. (2-tailed)	.000	.337	
	N	30	30	30
	N	30	30	30

Source: SPSS Output, 2018

Table 1. Shows that the correlation index is higher than 0.3 and below the significance level of 5%. Therefore the data is considered valid.

Reliability Test**Table 2. Reliability Test Result**

Cronbach's Alpha	N of Items
.738	3

Source: SPSS Output, 2018

Table 2. Shows that Alpha Cronbach is 0.833 which is above the acceptance limit of 0.6; therefore the research instrument is reliable.

Multiple Regression Analysis**Table 3. Multiple Linear Analysis Output**

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	T	
1 (Constant)	10.375	2.756		3.764	.000
Job Insecurity	.251	.109	.247	2.290	.025
Job Stress	.255	.086	.318	2.950	.004

Source: Data processed, 2018

Discussion

Job Stress(X2) has a significant influence to the Absenteeism of KPU Minahasa Tenggara. When the result indicates that Job Stress has the strongest significant influence, it does not mean that Job Insecurity do not give any influence. Job Insecurity also gives influence toward Absenteeism in KPU Minahasa Tenggara, but not as much as Job Stress. That value is from the test result by using SPSS 24.

Variable Job Insecurity (X1) has no significant influence for Absenteeism toward Absenteeism partially, that can be seen at table 4.8, the result is different with the previous research conducted by Chirumbolo 2005, they said job insecurity was in fact positively correlated with with absenteeism but on the same line with previous research that conducted by Staufenbiel 2010 that shows a complexity relationship between Job Insecurity and Absenteeism.

As stated by Sverke2002, Job insecurity refers to “the anticipation of this stressful event in such a way that the nature and continued existence of one’s job are perceived to be at risk”. Based on this research taken from KPU Minahasa Tenggara seems like Job Insecurity in this object of study is not being considered as main problem of Absenteeism, rather than Job Stress. Proved by the result that came not significant by partial, it clearly says that those indicator such as Expectation to be terminated, Demotion and Weakened working condition not considered main reason for absenteeism.

According to Sverke2002, it has been argued that the weak and negative relationship between job insecurity and job performance found in previous studies can be attributed to the fact that a rational employee who experiences job insecurity may cope by exerting effort and maintaining job performance so that he or she can be perceived as valuable to the organization

From a managerial perspective these results appear relevant for more effective human resource management. In fact, if on one hand this investigation has confirmed the negative influence of job insecurity on absenteeism, on the other hand it has underlined the importance of positive work attitudes in buffering some negative outcomes for the organization itself.

Therefore, managers and employers should take into account that insecurity is detrimental for the organization, and try to cope with this phenomenon and prevent its negative reactions by enhancing employees’ satisfaction and commitment, intervening, for instance, on their antecedents.

The demographic of older people also plays a role in job insecurity here. According to Table 4.2 most of respondent in this research are >40 years old, by that means they do not think much about their role and the insecurity of their job position, causing job insecurity does not mean much for them.

The causes of absences of ASN workers is not totally based on job insecurity according to the data stated above. ASN workers has their income fixed by the government and their position as a ASN worker. Their salary as ASN workers are not easily downgraded, causing them to not be insecure about their job income.

By the age factor we can see that the older the workers are, the less insecurity they feel in their jobs. Because they must have been a ASN worker longer than they have worked in KPU Mitra. This factor makes them look back on their experience in working as an ASN.

Most workers have already been assigned in KPU Mitra for more than one working period or more than five years of working, making them have experience in their job knowing that they know what to do. In this case making them not insecure in doing their tasks as an ASN in KPU Mitra.

Job Stress (X2) has significant influence for Absenteeism, that can be seen at table 4.8, shows that variable Job Stress (X2) does influence Absenteeism in KPU Minahasa Tenggara. Based on the result of the data obtained from questionnaire, most of employee give the point “5” (strongly agree) about the influence of Job Stress.

In this research, the variable are measured by the influence of any factors Job Stress were include the influence of Absenteeism in KPU Minahasa Tenggara. Based on the result of the data obtained from questionnaire, some of employee give the point “5” (strongly agree), but most of employee give the point “4” (agree). It means that the Absenteeism in KPU Minahasa Tenggara comes from Job Stress in the mind of the employee.

According to Ganster&Loghan 2005, Stress is an unwanted reaction people have to severe pressures or other types of demands placed upon them. A huge and multi fields literature points a lot of key factors such as work environment, management support, work load etc. in determining the stressful the work can be and its effect on employee physical and mental health. In previous research conducted by Anderson, 2002 the result is quite same with current results which is job stress have impact on absenteeism.

Organization consist of a group of people with similar aims, objectives, goals and insights who cooperatively joined hands together to achieve what individuals cannot achieve in isolation under an effective coordinating mechanism. However, in any organization that is goal-oriented, workers cooperative efforts coupled with their level of Job Stress tend to influence the entire work-group performance. The need for Job Stress at workplace therefore cannot be overemphasized. It is can be seen by the result that gives Job Stress significant effect partially. The way to resolve the job stress problem in KPU Minahasa Tenggara Office is to center the attention to employee and provide wider opportunities for employees to develop their capabilities, in other word giving them other work to do in case they get tired of doing same thing all over again.

CONCLUSION AND RECOMMENDATION
Conclusion

After examining the findings and discussing the result, the conclusions based on this research can be formulated as follows:

1. The Job Insecurity and Job Stress significant influence on Absenteeism simultaneously. 2. Job Insecurity has no significant influence toward Absenteeism in KPU Minahasa Tenggara partially.
2. Job Stress behavior has significant influence toward Absenteeism in KPU Minahasa Tenggara partially.

Recommendation

Based on the analysis and conclusions from overall result in this research regarding effect of research variables

1. KPU Minahasa Tenggara should focus more on know what drives Job Stress in KPU Minahasa Tenggara and the effect of it toward absenteeism in the office. Like mentioned in previous chapter, manager and employees should work together to know what best for company.
2. KPU Minahasa Tenggara should make company meetings that talks about amount of absenteeism that happens in the office.
3. The absence system in KPU Minahasa Tenggara should be digitalized in order to keep up with current trend and more detailed reason.

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