

**HUBUNGAN *SELF EFFICACY* DENGAN STRES KERJA
PADA WARTAWAN HARIAN
METRO 24 JAM**

SKRIPSI

**Diajukan Kepada Fakultas Psikologi Universitas Medan Area
Guna Memenuhi Syarat-syarat
Dalam Meraih Gelar Sarjana**



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ABSTRACT

SELF EFFICACY'S RELATIONSHIP WITH WORK STRESS ON THE DAILY JOURNALIST METRO 24 HOURS

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This study aims to see the relationship between self-efficacy and stresswork, where the subject of this research is the journalist Harlan Metro 24 Hours in Medan. The hypothesis proposed in this study reads: there is a negative relationship between self-efficacy and job stress on journalists. The higher the self-efficacy of journalists, the lower the stresswork. On the other hand, the lower the self-efficacy, the work stress will be higher. In an effort to prove this hypothesis, we use Product Moment correlation data analysis method, which is based on processing data, the following results were obtained: 1). There is a negative relationship that very significant relationship between self-efficacy and work stress. This result is proven with correlation coefficient $r_{xy} = -0.503$; $P < 0.010$. The higher self-efficacy, the lower the work stress, and conversely the lower self-efficacy, the higher the work stress, thus the hypothesis that has been submitted in this study, declared accepted, 2). Self efficacy gives contribution to work stress by 25.3%. This means that still there are 74.7% of the influence of other factors on work stress, among others: internal which includes personality characteristics (extrovert-introvert, locus of control, and so on), intellectual, age and gender. While the factor external which includes heavy and urgent demands on tasks, relationships with the social environment and rapidly changing life or slow. It is known that the self-efficacy of the 24 Hour Metro journalists The field is in the category of tending to be high, because the empirical mean (100,500) greater than the hypothetical mean (95), but the difference between the two means is not until it exceeds the number 1 SD (13,231). Then in terms of work stress, the journalists are stated to have work stress which also tends to be high, because the difference between the empirical mean (160.619) and the hypothetical mean (157.5) is much 2 to 3 points adrift.

Keywords: self efficacy, work stress, Harlan Metro 24 Hours

CHAPTER 1

INTRODUCTION

A. BACKGROUND OF STUDY

Human is the most important source for a country to develop, including Indonesia. The development of Indonesian people cannot be separated from the great potential of Indonesian people. Any progress achieved by a developing country to become a developed country is impossible without the roles of humans, either simple or complex roles. Human resources should become the main focus to see the influence caused by the qualified human resource itself. There should be efforts to improve the quality of humans as a labor resource to produce qualified laborers who can increase the productivity of doing any job.

Heavy workload, quick deadlines, and tight business competition cause companies to implement various ways to survive in business. Different companies, including the big and the small ones, acknowledge that human resource is crucial to determine the company's success. For example, a mass media company, daily or weekly produces newspapers, tabloids, and magazines. Of course, this requires employees with abilities to face the demand of working extra. This especially happens to journalists or news writers who have important roles in a mass media company.

A qualified journalist is a precious asset owned by a mass media company. It is a challenge for a company to let the journalists work optimally and show high productivity so that they can meet the company's expectations and goals. If the company's objective is achieved, the mass media company can become a trusted source of news for society, and course results in high profit. Mass media has become an interesting business for many parties, so the arising of new

mass media nowadays is becoming a challenge for business competition. Even though there are many mass media companies these days, society is the one who chooses the best one. Assessing mass media can be seen from the actuality of news released by the mass media and the engaging style of writing the news. The journalists are the contributing success factor of a mass media company. Human resources are crucial to the success of a company. In other words, the quality of products released by mass media depends a lot on the human resources working in the company.

If the human resources are not qualified, this will hamper the company's objectives, so the journalists are important actors in a mass media company since they are demanded to improve their working quality so that they will not be replaced by other journalists in the company. This requires journalists to work optimally and compete with other journalists to achieve the target given to them. Today's mass media does not only function to meet someone's curiosity, but it is also used as a base to behave and decide.

Current information has become an important need and cannot be separated from human life. Curiosity is a human's basic character, and it becomes the contributing factor to information. A human looks for information to achieve different aims of living. Besides widening the framework of thought, information can also be used as one of the considerations in decision-making (Hidayat & Prakosa, 1997).

Press media as the provider of information for society cannot do their roles without journalists. Journalists, with their journalistic knowledge, can process useful information, and select information which is relevant to the journalistic rules (Hidayat and Prakosa, 1997). This relationship makes journalists an important factor because they play the most roles in providing information that is necessary for society (Ishwara, 2005).

Working as journalists bring great challenges since many issues often arise when collecting information for news, such as limited time, difficulties in finding the point of view from the source of information, and uncooperative information source (Ishwara, 2005).

Working as journalists is also highly competitive, and the pers media that can employ those professional workers are still limited. Journalists who cannot convey information as quickly as possible to the office will affect by the news that does not show up on the mass media company where they work the next day, and this has a high risk of them losing their jobs. This happens because newspaper contains news that is not actual, so the news is not interested in the readers (Muflih, 1997).

Journalists' working pattern is not limited to time which means they should be ready to report news whenever something happens. This reduces their time to rest, yet they need to meet the deadline of submitting news to the company. One study indicates that deadline gives a bad influence on the cardiovascular system that can cause premature heart attacks and high blood pressure (Friedman and Rosenman in Munandar, 2001). Besides, working as journalists requires them to always work under deadlines, and this causes stress accumulation that can result in neurological disease (Broto, 2008).

Besides physically, journalists are susceptible to psychological disorders. Often seeing traumatic events such as unrest, murder victims, and natural disasters can create psychological problems for journalists. A study shows that 3 of 10 journalists experienced post-traumatic stress disorder (PTSD) after working in dangerous tasks, depression, worry, and problems of interpersonal (Witchel, 2005). This finding is emphasized by a study conducted by Feinstein et al. (2002) who found that almost 30% of journalists working in a conflict area indicate post-traumatic stress behaviors.

Working as journalists also brings a high risk of safety threats. Many accidents could happen when journalists looked for news in a conflicted area, as what happened to the journalist of RCTI named Ersa Siregar who passed away in the shootout between TNI and GAM in Peureulak NAD in 2003 (Molkan, 2007).

Another problem that adds to journalists' working demand is the low level of welfare. The recent study conducted by Aliansi Jurnalis Independen (AJI) on the welfare of journalists indicates the low income of journalists. The study conducted in 17 cities revealed that the average income of journalists was Rp 900,000, up to Rp 1,400,000 a month. However, unfortunately, it can be seen that journalists with a salary under Rp 200,000 per month (Hanggoro and Irianti, 2006).

Stress at work is a response to a stimulus at work that contributes to negative consequences physically and psychologically for those who experience it (Muchinsky, 2003). Stress at work can be caused by the discrepancy between individual characteristics (skills and abilities) and the working demands and the workplace (French in Landy & Conte, 2004). Hidayat and Prakosa (1997) in their study revealed that there is a negative relationship between achievement motivation and stress at work in journalists. Meanwhile, Sedianingsih and Herachwati (2000) found that there is an influence between stress at work and the work satisfaction of journalists.

Stress at work can be triggered by two things, namely working conditions and personal quality. Workplace condition that is the potential to cause stress at work is such as the design of task or work which is stressful, stressful management style, the interpersonal relationship which is not conducive, unclear roles at work, unclear working career, and the environmental conditions that threaten the safety of journalists (Ubaidillah, 2006). Meanwhile, factors that

come from the personal quality are such as individual personality (Aamodt, 2004; Muchinsky, 2003). Personality is thinking pattern, emotion, and behavior that is different including the characteristics that define a personal style which can influence someone's interaction with his/her environment (Atkinson et al., 1987). A high level of stress is influenced by a subjective assessment of a working situation which is known as a stressor. Based on the interviews conducted with several journalists in Harian Metro 24 Jam, I found the indication of stress at work which is quite high. The journalists complained about their difficulties in obtaining data from trusted sources, many obstacles that they faced when trying to obtain important news, and the threat that they would face if they reported the news.

McLuhan (1994) states that media is the existence of humans. A journalist is a part of the mass media itself, and this has made the journalist become a contributing factor since the journalist has an important role in publishing news. The pressure and challenges that should be faced by journalists as the actors of mass media are not small. Journalists should meet society's needs for information, they need to face the competition among mass media, and they need to improve themselves to be more professional and productive.

Besides, journalists often face different obstacles at work. If they do not overcome the obstacles, this will become the stressor that triggers the level of stress. For journalists, facing a deadline is a nerve-wracking experience that requires great stamina, so it is common to see journalists who stay up late in writing news. Heavy demands at work and deadlines given to journalists become the stressor for journalists. Journalists do not have working hours as other employees who work in front of computers and at an office. Journalists mostly work outside the office, and they are forced to complete their job every day in the form of written news and documentation such as audio or photos. Journalists are in charge to find interesting news by

directly coming to the location and conduct an interview with the related interviewees. There is no holiday for journalists, but they only have a shifting system on weekends, for example on Saturday and Sunday, some journalists work to look for news.

Besides, a journalist is required to turn on their hand-phone within 24 hours to ease the communication in conveying unplanned news, such as disasters, robbery, accidents, or riots. Journalists' activities at work require them to process creative ideas and events into written information that is interesting and informative.

According to Sumadiria (2008), there are two important things in writing news before the news is published in printed out mass media, namely quality and credibility. Without committing to these two things, mass media will face a serious problem. As journalists, they will not be appreciated and even will be harassed if they commit the two things above. This will lower the credibility of journalists.

Information from the mass media revealed that journalists or journalists are susceptible to stress. A psychologist named Irma S. Martam in the psychological training entitled "Menjaga Kesejahteraan Psikologis Jurnalis" explained that journalists have high susceptible to stress, depression, and trauma. Maintaining the psychology of a journalist is the homework of everyone including the journalist, the editor, and other fellow journalists. Journalists are human beings, they have psychological needs and rights that should be respected and protected (Damanik, 2009).

Many facts show that the life of journalists and their work triggers a specific stressor. AntaraNews also mentions that journalists who keep working and living under pressure are susceptible to neurological disease and acute stress. This condition is exacerbated by the lifestyle of journalists who are in a hurry and forgot several things including a nutritious food supply.

Therefore, journalists are often found to experience stress to a level that is difficult to cure (AntaraNews.com, 26 January 2008).

Not only journalists but stress can also be found in everyday life. Stress can be experienced by anyone, anywhere, and anytime. Stress cannot be defined as something negative because sometimes stress can become a potential thing that motivates someone to work.

Handoko (2001) explained that basically stress could be helpful or functional, but it can also become dysfunctional stuff which could ruin working achievement. The stressor is perceived differently by everyone, for example, it can be perceived as a positive event, or it can be perceived as a negative event. The individual cognitive assessment of this issue determines whether a stressor can be negative or positive.

Doelhadi (1997) explained that stress is an assumption created by individuals on something or a situation that is considered to give pressure, stimulation, and a certain burden that is not equal to someone, so it is considered a threat to the welfare of someone's life. Stress cannot only threaten someone's welfare but also harm someone's body, even if it can cause death.

Robert S. Eliot, the author of *From Stress to Strength* mentioned why stress is called a disease that is slowly causing death. Without realizing it, stress compiled from one year to year can cause death because of heart attack and other diseases. This is why doctors in Canada estimated that about 50 – 70% of patients who experienced dizziness, insomnia, fatigue, and other diseases are caused by mental pressure.

A journalist can complete his/her job because of the stressor that he/she got, so there is a willingness to let go of the stress by completing his/her job. However, in another case, it shows that stress causes jobs that should be completed turned out to be left out. This is known as

dysfunctional or negative stress. According to Maramis (in Doelhadi, 1997), stress is any problem or demand for self-adaptation which can disturb life balance if it is not overcome.

In an effort in completing those demanding tasks, a journalist needs to believe in his/her ability or what is called self-efficacy. According to Bandura (in Siagian, 2004), self-efficacy is a form of self-trusted which is owned by individuals about their capabilities in improving their life achievement. Self-efficacy can be someone's feelings, someone's way of thinking, self-motivation, and willingness to own something.

Self-efficacy forces someone to understand the situation which can explain why someone is failed or success. From this experience, he/she will be able to reveal self-efficacy. According to Kurniawan (2004), self-efficacy is a guideline to act constructed in interacting experiences in the whole life of individuals. Self-efficacy which comes from experience will be used to predict others' behaviors and to guide self-behavior. Moreover, Crick and Dodge explained that self-efficacy is a representation of an individual's mental reality formed by past and current experiences and saved in a long-term memory where specific schemes, beliefs, and expectations integrated into a trusted system can influence the interpretation of individuals toward a specific situation. The process of an individual's interpretation of a specific situation will predict someone's behaviors.

A high level of Self-Efficacy takes part in changing the stressor to some pressure or challenge which in the end determines whether an individual would or would not experience stress (Schultz, 1985). Such a phenomenon raises the question of whether the relationship between self-efficacy and stress at work on journalists? Regarding this question, I am interested to conduct a study entitled "The relationship between Self-Efficacy and Stress at Work Experienced by Journalists of Harian Metro 24 Jam"

B. IDENTIFICATION OF STUDY

The discussion regarding the challenges and risks faced by journalists in the paragraphs above proves that working as a journalist requires a high workload. High workload and tight deadlines cause individuals to experience stress (Davis and Newstrom, 1989). This is by Filippo (Wijaya, 1990) who mentioned that high workload, demanding working hours, and high-risk jobs are some factors contributing to stress at work. Referring to the statements of the experts above, a journalist is categorized as a type of job with high-level stress because of workload, time pressure, and high risk. Based on the reasons related to the high and low levels of stress on journalists, self-efficacy experienced by journalists will help the journalists to manage stress.

C. LIMITATION OF STUDY

This study emphasizes the problems of stress at work experienced by journalists in that one factor that triggers stress at work is self-efficacy owned by journalists. Therefore, this study focuses on the self-efficacy with stress at work in that this study is conducted on the journalists working at Metro 24 Jam.

The journalists working at Metro 24 Jam always do their job without considering working time. Moreover, the orientation of the newspaper is related to crime, and the employees working at Harian Metro 24 Jam usually experience a high level of stress triggered by deadlines set by the editor.

D. PROBLEMS OF STUDY

Based on the limitation of the study above, the researcher formulates the study as follows:
Are there any relationships between self-efficacy and stress at work experienced by journalists?

E. AIMS OF STUDY

This study aims to know the relationship between self-efficacy and stress at work experienced by journalists of Harian Metro 24 Jam.

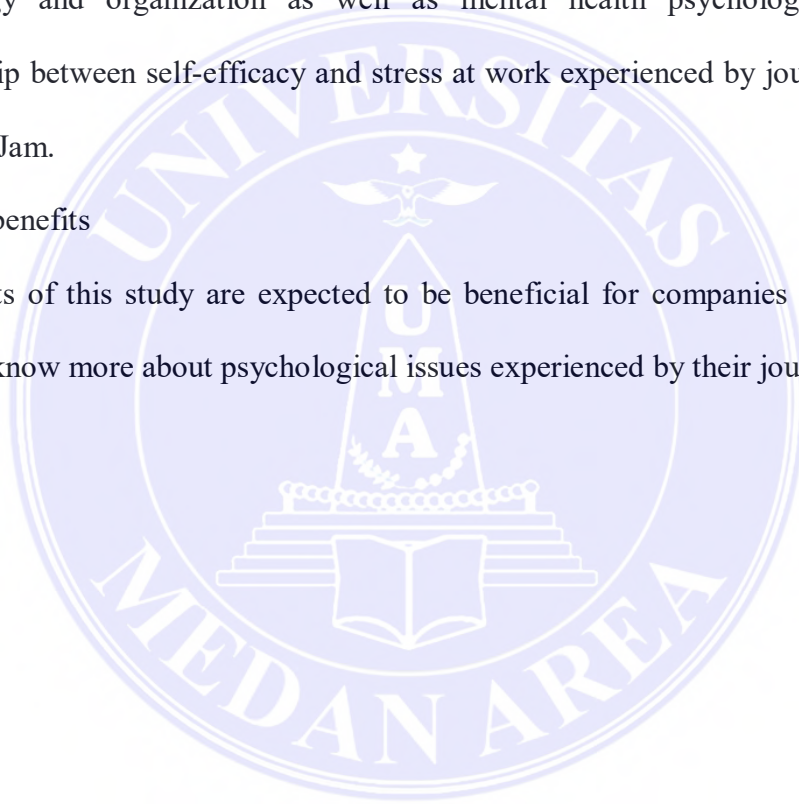
F. SIGNIFICANCE OF STUDY

1. Theoretical benefits

This study can provide information in the field of psychology, especially industrial psychology and organization as well as mental health psychology related to the relationship between self-efficacy and stress at work experienced by journalists of Harian Metro 24 Jam.

2. Practical benefits

The results of this study are expected to be beneficial for companies focusing on mass media to know more about psychological issues experienced by their journalists.



CHAPTER II

THEORETICAL REVIEWS

A. Journalists

In Indonesia Dictionary (Indonesian: Kamus Besar Bahasa Indonesia, 2005), journalists or journalists are people whose job is to collect and write news, newspaper, and many more. Meanwhile, Uchjana (in Sumadiria, 2005) states that journalistic is defined as a technique to manage news starting from collecting the information to spreading the information to the society. According to Suhandang (2004), journalism is an art or a skill in finding, collecting, processing, compiling, and presenting news related to events in everyday life effectively to meet society's needs.

Based on the explanation above, it can be concluded that journalists or journalists are people who do the journalistic activities, namely create news (in the form of reports) related to the events happening every day starting from looking for the news to presenting the news in the written form to be submitted or published on mass media regularly.

B. Stress at Work

1. Defining Stress

Davis and Newstrom (1987) stated that stress is a condition of nerve-wracking that influences emotion, thought process, and someone's physical condition. Similarly, Wood et al. (1998) stated that stress is a nerve-wracking condition experienced by individuals in facing demands, forces, and great opportunities.

Furthermore, Luthans (1998) stated that stress is an adaptive response toward an external situation that results in physical deviation, psychology, and behaviors of organization members.

Meanwhile, Robins (2001) views stress as a dynamic condition of an individual who is confronted with an opportunity, constraint, or demand related to the things that someone wants, and the results are perceived as something uncertain but important.

Another opinion was stated by Handoko (1999) who mentioned that stress is a condition of tension influencing emotion, thought processes, and individual conditions. Moreover, it was mentioned that great stress can threaten someone's ability to face his/her environment.

Furthermore, Hans Selye (in Hawari, 2006) adds that stress is a non-specific response toward every demand as the response of the body when someone gets thousands of work, if he can overcome this then there is no something wrong with the functions of organs so that he will not experience stress.

According to Handoko (2000), stress is a nerve-wracking condition that influences emotion, thought processes, and someone's condition. Maramis (2000) adds that stress is including any problems or demands to self-adapt, therefore, it is something that disturbs the balance of our life. If we cannot overcome this effect, then there will be some disturbance in our organs or mental health.

Based on the definitions above, it can be concluded that stress is a nerve-wracking condition experienced by individuals under pressure when facing demands influencing emotion, thought processes, and someone's physical condition.

2. Defining Stress at Work

According to Sarafino (in Smet, 1994), stress is defined as a condition caused by individual interactions with the environment that causes distance perception among demands coming from a situation with biological system source, psychological and social from individuals.

Another opinion was mentioned by Pervin (in Doelhadi, 1997) who defined stress as a perception of someone toward a condition that is considered to be more than someone's ability or sources that are considered as threats to someone's well-being.

Stress at work according to Durbin (in Doelhadi and Salima, 1995) can be understood as a stress happening at work caused by certain conditions (fatigue, mental, physical, and excessive emotional). Based on the explanation above, it can be concluded that stress at work is a form of individual responsibility toward different working activities which are considered not fun, such as too much workload, the workplace condition, achievement and not suitable salary, so that someone experiences the pressure and cause stress at work.

Arsenault and Dolan (1988) define stress at work as a psychological condition that is not fun, and it is caused because the employees feel threatened at work. The threatening feeling is the result of the perception and assessment of employees who show imbalance or irrelevant characteristics between working demands and abilities as well as the personality system of employees. Meanwhile, Beehr and Newman (1989) defined stress at work as an adaptive response toward external situations causing deviance in psychology, physics, and behaviors of employees. Stress causes deviance from normal function.

Based on the explanation above, it can be concluded that stress at work experienced by journalists is a responsive behavior toward the journalists' activities at work which is considered to be not fun, such as too much workload, irrelevant salary, and achievement, so that the individuals experience stress and pressure at work.

3. The Symptoms of Stress at Work

Every individual who experiences stress has different symptoms. Beer and Newman (in Diahsari, 2001) categorized the symptoms of stress into three parts, namely:

- a. The physical symptom relates to increasing heartbeat and blood circulation, indigestion, physical fatigue, over sweating, headache, and sleep disorders.
- b. The psychological symptom relates to worry, tension, confusion, sensitivity, anger, mental fatigue, decreased concentration, forgetfulness, and decreased spontaneity and creativity.
- c. The behavioral symptom relates to laziness and avoiding working, decreased activities and productivity, over food consumption or losing appetite, and being aggressive toward other people.

Braham (in Handoyo, 2001) states that symptoms of stress can be seen as follows:

- a. The physical symptom which is having difficulties sleeping or having sleep disorders, headache, difficulties with digestion, indigestion, inflammation of the intestines, itchy skin, back pain, tense veins in the shoulders and neck, excessive sweating, changes in appetite, high blood pressure or heart attack and fatigue.
- b. The emotional symptom which is anger, overly sensitivity, restless and anxious, mood changes, feeling sad, easy to cry and depressed, nervous, aggressive towards others and easily hostile and attack others, and mental lethargy.
- c. The intellectual symptom which is forgetfulness, having a chaotic mind, decreased ability to memorize things, difficulties concentrating, daydreaming excessively, and thinking only one thing.
- d. The interpersonal symptom is being indifferent and silent towards others, decreased trust towards others, easily breaking promises to others, being happy to look for others' mistakes or attacking other people through words, closing his/her self completely, and easy to blame others.

Based on the description above, it can be concluded that the symptoms caused occurred due to stress can include emotional, physical, and interpersonal symptoms. Symptoms do not appear simultaneously, but there are only some symptoms that can be seen. This study refers to the opinions of Braham (in Handoyo, 2001) by considering that the symptoms can represent all the symptoms found in various theories that have been mentioned above.

4. Factors Influencing Communication of Stress at Work

Stress experienced by individuals might have a serious impact on someone's physical and psychological health. The impact of stress can come from factors whose causes are different in each individual.

According to Doelhadi (1997), stress can be caused by two factors, namely:

a. Personal factor

- 1) Intellectual: individuals who think subjectively, pessimistically, negatively, irrationally tend to easily experience severe stress if compared to individuals who possess an objective mindset, optimistic and rational.
- 2) Motivation: If individuals experience an event that causes stress because it threatens/her objective in life, it can cause individuals to be down, and demotivated to build efforts in achieving/her goals in life.
- 3) Personality: Individuals who have low self-esteem tend to easily experience stress due to a lack of emotional management.
- 4) The ability of individuals to control things that can cause stress

b. Situational factor

- 1) Circumstances with severe and urgent demands. Individuals who do not feel the demands of their environment as a stressor will not experience stress.

- 2) The life changes which are too fast or too slow are usually considered strange or unnatural for the individuals, for example; the first day of work, the death of a family member, the birth of the first child, etc.
- 3) Unclear situations (ambiguity), such as the division of tasks and unclear authority.

Another view was expressed by Smet (1994) who stated that factors affecting stress are:

- a. Variables in individual conditions, such as; age, state of life, gender, temperament, genetic factors, intelligence, education, tribe, culture, economic status, physical condition, and so on.
- b. Characteristics of personality, such as; extrovert-introvert, emotional stability in general, type A, hardiness, self-efficacy, locus of control, immunity, and resilience.
- c. Socio-cognitive variables, such as; perceived social support, networking, and personal control.
- d. Relationship with the social environment, such as; social support received and integration in social networks.
- e. Coping strategies, such as emotion-focused coping and problem-focused coping.

Based on the description above, it can be concluded that the factors affecting stress at work are an internal factor that includes personal characteristics (extrovert-introvert, self-efficacy, locus of control, and so on), intellectual, age and gender. Meanwhile, the external factors include the demands of heavy and urgent tasks, relationships with the social environment, and life changes that are too fast or too slow.

C. Self-Efficacy

1. Defining Self-Efficacy

Meyers (1999) defines self-efficacy as a person's feelings about his competence to succeed. Meanwhile, Baron and Byrne (1997) describe self-efficacy as the self-evaluation of a person's ability or competence to display tasks, achieve goals, and overcome obstacles. Meanwhile, Robins (2001) mentioned that self-efficacy is a factor affecting someone's performance in achieving a certain goal.

Norwich (1987) mentioned that self-efficacy was developed by Bandura based on social learning theory which emphasizes reciprocal determinism among environmental factors, interrelated behavior, and personal factors. He invented a system that is composed of cognitive structures of sub-function perception, evaluation, and behavior control. Meanwhile, Bandura (1994) said that self-efficacy is the perceived ability to cope with a particular situation that relates to the judgments people make about their abilities to do something that has to do with a specific task or certain situation.

Furthermore, Bandura (1994) explains that strong self-efficacy improves achievement and good personality in various ways. Someone who has certainty about his/her capability will consider a difficult task as a challenge to overcome rather than as a threat to be avoided. Such a view of efficacy will foster intrinsic interest and attract deeper pursuits. They set challenging goals and maintain strong commitments towards these goals, and motivate themselves to achieve them by improving and maintaining their efforts when experiencing failure. They will quickly recover their sense of efficacy after experiencing failure or setbacks. Robins (2001) mentions that the higher a person's efficacy, the greater the trust of people in his/her ability to succeed in a

task. Self-efficacy will also help someone more persistent in facing challenges and more motivated in receiving negative feedback.

Furthermore, Bandura (1994) stated that someone with high self-efficacy will link failure with not enough effort or lack of knowledge and expertise which is all of which can still be attained. They face the threatening situation with certainty that they can practice controlling the situation. High self-efficacy will develop a strong personality, reduce stress and help someone not to be easily influenced by threatening situations.

On the other hand, Robins (2001) stated that a low level of self-efficacy will make one reduce efforts when facing challenges or receiving negative feedback. Bandura (1994) explains that someone who doubts his/her capacity will run away from difficult tasks that they view as personal threats. Furthermore, Bandura (1994) stated that someone with low self-efficacy will view his or her performance as not enough as a result of a weakness in intelligence that cannot be improved. That pessimistic view ultimately makes someone with low self-efficacy is easy to lose confidence in his/her capacity. He/She easily becomes a victim of stress and depression.

Based on the description above, it can be concluded that self-efficacy is the belief that a person has in his/her ability to achieve certain goals successfully, and control over his/her surrounding conditions to reach the goals.

2. Sources of Information related to Self-Efficacy

According to Bandura (1994), someone's self-efficacy can be seen from the following things:

1. Performance achievement. The results of previous achievements will affect the perception of self-efficacy which in turn will influence efforts with persistence in the face of adversity. Individuals with high self-efficacy will not perceive low performance as

self-incompetence but rather see this as an error in determining the previous strategy or because of a situational factor or unsupportive efforts at that time. Achievement is a major source of self-efficacy expectations because it is based on direct knowledge experienced by individuals. If an individual has ever succeeded in achieving a certain achievement, then self-efficacy will be high.

2. Other people's experiences. Individuals do not just rely on the achievement of their performance as a source of information, but it is also influenced by their assessment of the experience of other people. If other people can achieve certain goals, then why they are not able to. Through observation of other people's performance which shows comparable abilities, the individual's motivation to achieve certain performance will increase. It also depends on the characteristics of the model, the similarity between the individuals and the model, the level of task difficulty, situational circumstances, and the variety of outcomes that can be achieved by models. By observing the success of others who are similar to himself, a person can have his/her abilities by his/her belief.
3. Verbal persuasion. Verbal persuasion is widely applied to convince someone by saying that he is quite capable to achieve the target which has been set. Verbal performance has contributed to increasing self-efficacy, especially among individuals who have self-doubt and stay in personal deficiency. However, the increase in self-efficacy depends on someone's self-confidence. Through individual and verbal persuasion directed through suggestions and persuasion to believe that he can overcome future problems by being active, tenacious, and diligent, and trying harder to achieve success.
4. In psychological conditions, individuals must be able to read their "somatic arousal" under stressful conditions as well as unpleasant situations that can affect efficacy

expectations. Individuals will be more expectant about whether it works or does not work. Someone will experience physiological turmoil if they experience deep stress, shock, and anxiety. This matters because the experience will reduce the performance. Turbulence emotion and psychological condition will give a sign that something unexpected will happen. Therefore, situations, where someone is under pressure, should be avoided.

Based on the description above, it can be concluded that self-efficacy is a product of a self-persuasive process that uses a lot of efficacy information that should be chosen and considered thoroughly. If someone's self-efficacy is developed seriously, he/she will be determined and motivated in facing any challenges. Meanwhile, if someone is weak to develop his/her confidence, he/she will be sensitive to changes. As a result, a little negative experience can make someone not confident in her/himself.

3. Dimensions of Self-Efficacy

Schwarzer and Renner (1995) explain that there are three dimensions of someone's self-efficacy. These dimensions are; a) belief to survive or ability to carry out tasks in certain and any situations and conditions, b) confidence to improve ability which is someone's belief to be able to learn a certain ability in all situations and conditions, and c) belief in self-control which is someone's belief to curb feelings or desires for the sake of achieving the set goals.

Meanwhile, Bandura (1997) stated that a person's self-efficacy can be distinguished based on several dimensions that have important implications for someone's performance. These dimensions are:

- a) The magnitude or the level of task difficulties. This has an impact on the selection of desired behaviors based on efficacy expectations on task difficulty. Individuals will try to perceive certain behaviors, and avoid situations and behaviors beyond their limits.
- b) Generality or the area of behavior. This has to do with how wide the areas of behavior that an individual believes to be successful in attaining his goals. The number of expectations is limited to specific areas of behavior whereas some expectations may spread across various areas of behavior.
- c) Strength or stability of belief. This has to do with persistence to the belief in the individual that he/she will succeed in facing any problems. This dimension is often accompanied by frustration, injury, and various other obstacles in achieving a certain goal.

Based on the assumptions above, self-efficacy in this study will be revealed based on the three dimensions described by Bandura (1997) namely the magnitude or level of difficulty of the task, generality or the areas of behavior, and the strength or stability of beliefs.

4. The Influence of Self-Efficacy

Bandura (1997) describes four psychological processes that may occur when self-efficacy affects humans. The four processes are cognitive process, motivational process, affective process, and selection process.

The impact of self-efficacy on the cognitive process occurs in several forms. Many human behaviors are governed by thought to manifest worthy goals. Setting one's goals is influenced by self-assessment of capacity. Someone who has high self-efficacy is more likely to set challenging goals and strengthen his/her commitment to that goals. He/she will direct the orientation of his/her thinking towards the task when faced with obstacles and pressure, failure,

and negative feedback because he/she always imagines the success scenarios that overwhelm his/her appearance.

Ideally, someone who has low self-efficacy will not like challenging goals. They always imagine scenarios of failure and awry, so that the orientation and analysis of thinking become unclear (Bandura, 1997).

Self-efficacy plays a major role in the regulation of motivation. Most human motivation is generated by cognition. Someone motivates himself and directs his anticipated actions through thought. He/she forms beliefs about what they can do. Self-efficacy contributes to motivation in several ways, namely; by setting goals for him/herself, determining the required efforts, being persistent in the face of adversity and failure which ultimately affects his/her achievement. According to Bandura (1994), self-efficacy in the capacity in overcoming problems will affect the level of stress and depression that a person will experience when facing threatening and difficult situations. Self-efficacy to deal with stressors plays a major role in determining the level of anxiety.

Someone who believes that he can overcome threats will not have disturbed thinking patterns and dare to face pressure and threats. On the other hand, those who do not believe that they can cope with the threat will experience high levels of anxiety (Bandura, 1994).

The types of activities in the environment chosen by someone will affect his/her self-efficacy. One will avoid various activities and situations that are perceived to be beyond his/her capacity to overcome them. Therefore, someone is ready to carry out activities in challenging situations that he/she defines based on belief in his/her capacity to deal with the situation. The

social environment will continuously promote competencies, values, and certain interests that will determine further self-efficacy (Bandura, 1994).

Based on the explanation above, it can be concluded that self-efficacy occurs through four psychological processes, namely cognitive process, motivational process, affective process, and selection process.

5. Factors related to Self-Efficacy

Bandura (1997) states that factors influencing self-efficacy are as follows:

a. The nature of the task at hand

The degree of complexity and difficulty of a task will affect self-assessment. The more complex and complicated a task, the more the individual has a low assessment of his/her ability. On the other hand, the easier and simpler a task, the higher the individual will assess his ability.

b. External incentives

One of the factors that can affect an individual's self-efficacy is incentives obtained from someone. Incentives are rewards given by others to reflect one's success in mastering a task. On the other hand, external incentives are kept to a minimum. This is important to prevent the view that external factors resulting in success are achieved without self-efficacy. Self-efficacy will increase if the individual can master the challenging task without or with minimal external incentives because it reflects a person's abilities.

c. Individual status or individual roles in the environment

A person with higher status will gain a greater control level so that his/her self-efficacy is also high. Individuals who have a lower status will have lower self-efficacy too.

d. Information about inner abilities

Self-efficacy will be high if individuals obtain information about their abilities. On the other hand, individuals' self-efficacy will decrease when they obtain information from the outside that states that their abilities are low.

Based on the explanation above, it can be concluded that there are at least four factors that influence self-efficacy, namely the nature of the task faced, external incentives, status or role of the individuals in the environment, and information related to inner abilities.

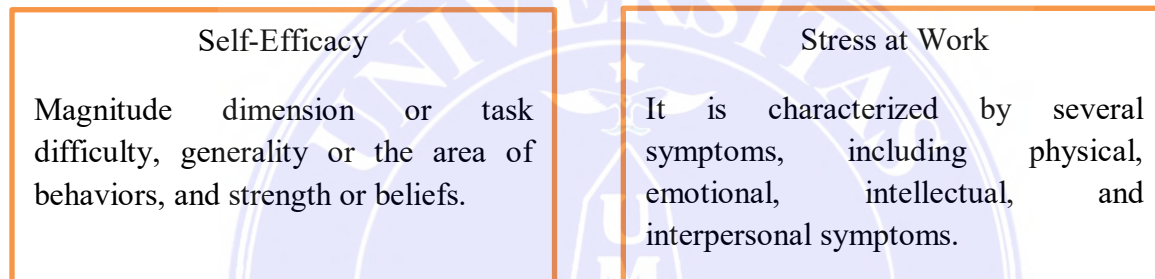
D. The Relationship between Self-Efficacy and Stress at Work

Self-efficacy is a factor that influences a person's performance in achieving a certain goal (Robins, 2001). Furthermore, Bandura (1994) explained that strong self-efficacy increases achievement and good personality in many ways. Someone who has certainty about his capacity will consider difficult tasks as challenges to overcome rather than as a threat to be avoided. Such a view will foster intrinsic interest and attract more in-depth activities. They set goals that challenge and maintain a strong commitment to those goals and motivate you to achieve them by improving and maintaining their efforts in the face of failure. They will quickly restore a sense of efficacy after a failure or setback so they do not get stressed easily.

In addition, Bandura (1994) also stated that someone with high self-efficacy will link failure with not sufficient effort or lack of knowledge and expertise which can be attained. They face the threatening situation with certainty that they can practice controlling the situation. High self-efficacy will develop a strong personality, reduce stress, and help someone not to be influenced by threatening situations.

Self-efficacy in overcoming problems will affect the level of stress and depression that a person will experience when facing difficulties and threatening situations. Self-efficacy for coping with these stressors plays a major role in determining anxiety levels. A person who believes that he/she can overcome threats will not experience disturbed thinking patterns and courage to face pressure and threats. Otherwise, those who do not believe that they can cope with the threat will experience high levels of high anxiety (Bandura, 1994).

E. Conceptual Framework



F. Hypothesis

The hypothesis proposed is that “there is a negative relationship between self-efficacy and stress at work on journalists. The higher the self-efficacy owned by a journalist, the lower the stress at work. On the other hand, the lower self-efficacy owned by a journalist, the higher the stress at work will be.

CHAPTER III RESEARCH METHOD

A. Types of Research

In this study, the variables studied were conscientiousness personality type and stress at work. For the study, the implementation was done by spreading the scale for both variables. This type of research is quantitative and aims to see the relationship between one independent variable (self-efficacy) and the same dependent variable (stress at work).

B. The Identification of Research Variables

To the title and the research objectives of this study, the main variables used in this study are as follows:

1. Independent variable: self-efficacy
2. Dependent variable: Stress at work

C. Defining Operational Variables in Research

The operational definition of research variables aims to direct the research variables to match the measurements that have been prepared. The operational definitions in this study are as follows:

1. Self-efficacy

Self-efficacy is the belief that a person has towards his ability to achieve certain goals successfully and the ability to control the surrounding circumstances to achieve those goals. Self-efficacy assessment is carried out using self-scale efficacy which was compiled by the researcher based on the dimensions of self-efficacy proposed by Bandura (1997), namely magnitude (the level of task difficulty), generality (the area of behavior), and strength (the strength of belief). The higher the score obtained, the higher the level of self-efficacy, conversely, the lower the score, the lower the level of self-efficacy.

2. Stress at work

Stress at work is a condition of frustration and emotional tension experienced by journalists as a result of work demands. This variable was measured by using a scale that was created by the researcher himself based on the symptoms of stress at work proposed by Braham (in Handoyo, 2001), namely physical, emotional, intellectual, and interpersonal symptoms. The higher the score on the stress at work scale, the higher the stress at work, and the lower the score on the stress at work scale, the lower the stress at work.

D. Population, Samples, and Sampling Techniques

1. Population

The population is a generalization area consisting of objects or subjects who have certain qualities and characteristics determined by the researcher to be studied and to be concluded (Sugiono, 2002). Hadi (1989) further stated that the population is the entire individuals to be investigated and have at least one of the same characteristics for whom the facts obtained from the research subject to be generalized. Generalizing can be understood as raising conclusions as something that applies to the population (Arikunto, 1992).

According to Azwar (1999), the population is including all individuals who become the subject for the generalization of a study. This group only has the following characteristics that distinguish them from other subjects. The population in this study includes all 42 journalists working at Metro 24 Jam.

2. Sample and Sampling Technique

The sample is part of the population that becomes the representative of the data. A study is based on sample data while the conclusion will be applied to the population. It is very important to obtain a representative sample for the population (Azwar, 1997). The sampling technique used in this study is a total sampling technique in that the entire population is used as the sample of the study. This is due to the small size of the population, namely fewer than 100 people.

E. Techniques of Data Collection

Data collection in this study aims to reveal facts about the variables studied. The aim is to find out (goal of knowing), and it must be achieved by using efficient techniques and accurate methods (Azwar, 1991).

1. Self-Efficacy Scale

To see someone's self-efficacy, a scale is used. The scale is based on the dimensions of self-efficacy proposed by Bandura (1991), namely; magnitude (task difficulty level), generality (broad area of behavior), and strength (steadiness of belief).

2. Stress at work Scale

The stress at work scale in this study was arranged based on the symptoms of stress at work proposed by Braham (in Handoyo, 2001) which include physical symptoms, emotional symptoms, intellectual symptoms, and interpersonal symptoms.

The two scales in this study were arranged based on the Likert scale. The score of every statement was obtained from the subject's response that supports (favorable) or does not support (unfavorable). The scale of this study is multiple-choice options, and every question has four options. On the scale of stress at work, the favorable option with "SS" (Sangat Sesuai, English: very appropriate) is given a score of 4, the option with "S (Sesuai, English: appropriate)" is given a score of 3, the option "TS (tidak sesuai, English: not appropriate) is given 2, and the answer "STS (Sangat tidak sesuai, English: very inappropriate) is given the score of 1. In regards to the "unfavorable" option, the answer "SS (Sangat sesuai, English: very appropriate)" is given 1, the answer "S (Sesuai, English: appropriate) is given the score of 3, and the answer "STS (Sangat tidak sesuai, English: very inappropriate) is given the score of 4.

F. The Instruments' Validity and Reliability

Before processing the data, the data must be measured to reflect the phenomena being measured. Therefore validity and reliability tests are necessary to be carried out.

1. Validity Test

Validity means to what extent accuracy (able to measure what you want to measure) and the accuracy of an instrument to provide an overview of the smallest differences between one subject and another subject (Azwar, 1992). The formula used to find the validity is the product-moment correlation proposed by Karl Pearson, as follows:

$$r_{xy} = \frac{\Sigma XY - \frac{(\Sigma X)(\Sigma Y)}{N}}{\sqrt{\left\{ \left(\Sigma X^2 - \frac{(\Sigma X)^2}{N} \right) \left(\Sigma Y^2 - \frac{(\Sigma Y)^2}{N} \right) \right\}}}$$

Keterangan:

- r_{xy} = Koefisien korelasi antar tiap butir dengan skor total
- ΣXY = Jumlah hasil kali antar setiap butir dengan skor total
- ΣX = Jumlah skor keseluruhan subjek tiap butir
- ΣY = Jumlah skor keseluruhan butir pada subjek
- ΣX^2 = Jumlah kuadrat skor X
- ΣY^2 = Jumlah kuadrat skor Y
- N = Jumlah subjek

The correlation value that has been obtained from the product-moment correlation technique above actually still needs to be correlated because of excess weight which means the product-moment correlation index needs to be measured again. The reason is that the item values are a component of the total score.

$$r_{bt} = \frac{(r_{xy})(SD_y) - (SD_x)}{\sqrt{\{(SD_x)^2 + (SD_y) - 2(r_{xy})(SD_x)(SD_y)\}}}$$

Keterangan:

- r_{bt} = Angka korelasi setelah dikoreksi
 r_{xy} = Angka korelasi sebelum dikoreksi
 SD_x = Standar deviasi skor total
 SD_y = Standar deviasi skor butir

2. Reliability test

Reliability is an instrument to find out to what extent measurement results can be trusted. Reliability also means trust, constancy, stability, consistency, and so on. Measurement results can be trusted if several times carrying out the measurements of the same subject, the results obtained are the same as long as the subjects being measured are not changed (Azwar, 1997). The scale to be estimated for its reliability is in the same number. To know the reliability of the measuring instrument, the Alpha coefficient formula is used, as follows:

$$\alpha = 2 \left[\frac{1 - S1^2 - S2^2}{Sx^2} \right]$$

Keterangan:

- $S1^2$ dan $S2^2$ = Varians skor belahan 1 dan Varians skor belahan 2
 Sx^2 = Varians skor skala

G. The Techniques of Analysis Data

The analysis technique used in this study is the product-moment correlation technique proposed by Pearson (Azwan, 1992) which is a statistical analysis technique to test the hypothesis that aims to see the relationship between self-efficacy (independent variable X) and stress at work (dependent variable Y). The formula can be seen as follows:

$$r_{xy} = \frac{\sum XY - \frac{(\sum X)(\sum Y)}{N}}{\sqrt{\left\{ \left(\sum X^2 - \frac{(\sum X)^2}{N} \right) \left(\sum Y^2 - \frac{(\sum Y)^2}{N} \right) \right\}}}$$

Keterangan:

- r_{xy} = Koefisien korelasi antar variabel bebas dengan variabel terikat
 $\sum XY$ = Jumlah hasil kali antar skor variabel bebas dengan skor variabel terikat
 $\sum X$ = Jumlah skor variabel X
 $\sum Y$ = Jumlah skor variabel Y
 $\sum X^2$ = Jumlah kuadrat skor variabel X
 $\sum Y^2$ = Jumlah kuadrat skor variabel Y
 N = Jumlah subjek

Before analyzing the data using the product-moment correlation technique, the research assumptions test was carried out:

1. Normality test, to find out whether the distribution of the research data of each variable was normally distributed.
2. Linearity test, to find out whether the data from the independent variable has a linear relationship with the dependent variable.

CHAPTER V

CONCLUSION AND SUGGESTIONS

A. Conclusion

Based on the analysis carried out, it can be concluded that:

- 1) There is a very significant negative relationship between self-efficacy and stress at work. This result is evidenced by the correlation coefficient $r_{xy} = -0,503$; $P < 0,010$. The higher the self-efficacy, the lower the stress at the work level, and conversely, the lower the self-efficacy, the higher the stress at work. Thus, the hypothesis proposed in this study is accepted.
- 2) Self-efficacy contributes to stress at work by 25.3%. This means there are still 74.1% of factors influencing stress at work, including internal factors, namely personality (extrovert-introvert, locus of control, and so on), intellectual, age and gender. Meanwhile, the external factor includes demanding and urgent tasks, the relationship with the social environment, and life changes that are too fast or too slow.
- 3) Self-efficacy of the journalists working at Metro 24 Jam Medan is categorized as high because the empirical mean (100,500) is greater than the hypothetical mean (95), but the difference between the two means does not exceed the number of 1 Standard Deviation (13.231). Then, in terms of stress at work, journalists are seen to have a high level of stress at work because the difference between the empirical mean (160,619) and the hypothetical mean (157,5) is only 2 to 3 points adrift.

B. Suggestion

- 1) To Journalists

The study indicates that the stress at work experienced by journalists is categorized as high, so it is recommended for journalists to reduce this condition so that it does not increase because high-level stress at work can interfere with various activities. One way to reduce stress at work is by relaxing so that no tension can interfere with activities at work. In line with this, it is expected that journalists can improve self-efficacy, one of which is by instilling the belief that one can do many things.

2) To Harian Metro 24 Jam

Since the conditions of self-efficacy and stress at work experienced by journalists is still conducive, it is recommended to continue monitoring the condition of journalists, especially in terms of stress. If some journalists experience too much stress at work, Harian Metro 24 Jam can follow steps and policies so that the stress at work experienced by journalists can be minimized, for example by scheduling holidays, sharing and talking among journalists, and so on.

3) Self-efficacy in this study only contributed 25.3% against stress at work. In this regard, 74.4% comes from other factors influencing stress at work, such as the internal factors including personality (extrovert-introvert, locus of control, etc.), intellectual, age and gender. Meanwhile, the external factor includes urgent and demanding tasks, the relationship with the social environment, and changes in life that are too fast or too slow. Therefore, it is suggested that future studies should examine the factors mentioned above so that more detailed results regarding stress at work could be obtained.

REFERENCES

