



The Influence Of Work-Life Balance, Workload, Role Conflict On Police Reserve And Criminal Unit Work Stress South Coast Polres

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Abstract

The background of this research is that in recent years the performance of the staff of the South Pesisir Police Research and Criminal Unit has tended to be less than optimal. If you look at the realization of the work program of the South Pesisir Police Research and Criminal Unit over the last 3 (three) years it has not been stable

This study aims to determine the effect of 1) Work-life balance on the work stress of the Police of the South Pesisir Police Research and Criminal Unit, 2) workload on the work stress of the Police of the South Pesisir Police Research and Criminal Unit, and 3) Role conflict on the work stress of the Police of the Research Unit and the South Pesisir Police Criminal Investigation Unit

This type of research uses a quantitative approach with multiple linear regression methods. Data collection techniques with questionnaires, observation and interviews. Respondents of this study were 42 people an employee of the Criminal Investigation Unit of the Pesisir Selatan Police. The sampling method uses the total sampling method where the entire population in this study was used as the research sample. Hypothesis testing is calculated using the SmartPLS 3.0 program.

From the results of this study it was found that by 1) Work-life balance has a negative and significant effect on the work stress of the Police Investigation and Criminal Unit of the Pesisir Selatan Police, 2) workload has a positive and significant effect on the work stress of the Police of the Research and Criminal Unit of the Pesisir Selatan Police, and 3) Role conflict has a positive and significant effect on the work stress of the Police Investigation and Criminal Unit of the Pesisir Selatan Police.

Keywords: *Work-life balance, workload, role conflict*

Received 14 Mar., 2023; Revised 27 Mar., 2023; Accepted 29 Mar., 2023 © The author(s) 2023.

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I. Introduction

Stress can happen to anyone and anytime. Stress can not only have a positive impact but can also have a negative impact. If this stress has a negative impact on people who have direct contact with the community on a daily basis and work with weapons and their work interactions with the wider community, then this can result in something bad happening, such as the misuse of weapons and violence against the community itself. So far, many civil service police officers have found behavior that deviates from the rules that can cause antipathy and reduce the image of the civil service police, including reporting on violence, rude attitudes towards society committed by members of the civil service police (Hermanto, 2017). Meanwhile, in another case, it was reported that a civil service police officer was abusive towards women working at night (Rusli, 2011). Throughout 2016 to 2019 there were many cases of weapons abuse and attitudes within the civil service police environment which were motivated by stress. The same thing was also confirmed by members of the civil service police who work as a civil service police unit (Personal communication, 10 September 2020). He confirmed that there were deviant behaviors among members of the Civil Service Police, especially in terms of abuse of authority.

Actions such as abuse of authority, violence, extortion, immorality, drugs/alcohol are examples of the behavior of civil service police who experience stress. Research that has been conducted on work stress with civil service police as a sample has found the results of the study that the degree of work stress of civil service police as a whole is at the middle level. (Jayanegara, 2017). In addition, the main director of the ACLU (American Civil Liberties Union), Marisha, (2017) also stated that the police is a job that includes many aspects, difficult, dangerous, and stressful.

Magdalene, (2018) stated that in general, members of the police occupy a position where they experience direct and frequent interaction with the public and are confronted with elements of society that are the most threatening, anti-social and unreliable. These are people who break the law and commit acts that harm others. For example, people who do not obey the rules, control in many community environments, control cities and others. Direct and frequent contact with the public makes civil service police vulnerable to the negative effects of stress (Jayanegara, 2017).

As a preliminary study, researchers conducted interviews with 20 important sources from members of the South Coastal Police Criminal Investigation Unit. The following are the results of preliminary interviews from work stress in table 1 below:

Table 1
Preliminary Survey Interview Results Regarding Work Stress

No	Job Stress Questions	Agree	Don't agree
1	At work I often feel tense or anxious	17	3
2	A lot of work makes me feel frustrated or angry	16	4
3	I'm used to working under pressure	18	2
4	Many aspects of my job disappointed me	18	2

Source: Preliminary Survey Interview Results

From the researcher's interview with several members of the South Pesisir Police Criminal Investigation Unit that in general from statements regarding work stress, employees feel that there is a lot of stress at work. On question 1 there were 18 people who agreed that employees did feel tense at work, on question 2 employees felt frustrated and on question 3, 18 employees felt working under pressure, and on question 4 there were 18 employees who felt disappointed with their jobs .

Based on the data on problem members obtained from the South Coastal Police Criminal Investigation Unit, it is known that on the whole many employees have problems with their jobs. Some of these problematic members are related to psychology, including depression, problems with households, boredom, and financial problems. It is very likely that the load and task demands as well as demands outside the task exceed the capabilities of the members, this condition will have an impact on the emergence of prolonged work stress. This prolonged stress can change member behavior into behavior that is not acceptable in the task environment or outside the task environment. Relations among members become less harmonious, full of suspicion which can lead to anger and aggressive behavior.(Sumantri, 2019).

Leontaridi, RM and Ward, (2017)states that work stress can be caused by factors such as heavy work pressure, role conflict and unhealthy work-life balance and bad relationships with other employees. Symptoms of stress at work can be observed from the behavior of employees, including: low job satisfaction, high workload, disappearing morale, lack of creativity and innovation, bad decisions, and doing a lot of unproductive work. This can lead to an uncondusive work environment for employees within the agency. In a higher phase, work stress can cause employees to rarely come to work or the desire of employees to leave the agency

Rene, R., & Wahyuni, (2018), work-life balance is having good content at work and also outside of work with minimal conflict. The balance between personal life and work is very important, according toGreenberg, J., & Baron, (2017), balance is seen as the absence of conflict. But when connected with the notion of work-life balance, work-life balance comes from effectiveness (functioning well, productively, successfully) and a positive impact on work or roles in the family, employees will have a positive impact on everything that is their job responsibility if employees is able to manage things inside and outside of work (Direnzo, 2010). This will show a balance between employee activities at work and personal life, family, friends and when the individual is in society.

Schemerhorn, et al, (2017), stated that work-life balance is a person's ability to balance work demands with personal and family needs. Being able in this case concerns how employees as individuals can manage their time for work and can also enjoy their time for their personal lives and set aside time for their families. With the ability to balance these demands, employees will continue to maintain harmony between tasks at work and outside of work.

Employees who have a good work-life balance will feel satisfied, this will have a positive impact on what is demanded of the employee outside and within the scope of the employee's work. According to Saleem & Jan, (2015), employee satisfaction will tend to show positive behavior in the organization. An employee who works every day spends more time at work than time for his personal and family life, this often creates conflicts that occur where lack of time is used in the demands of personal life. According to Rehder et al., (2020) There are several aspects of work-life balance as follows: Time balance, concerning the amount of time allotted for work and outside work. Involvement balance, psychological involvement or commitment in work and outside work. Satisfaction balance (Satisfaction balance), this satisfaction is related in work and outside work.

Hari Setiawan, (2019) states that work stress can be affected by the existence of conflict in the organization. One of them is the existence of role conflict. Role conflict can be interpreted as a situation where an individual has different roles at the same time. These roles put pressure on individuals because of differences in interests between roles that are obtained by these individuals. It is possible that at one time a person has to carry out his role as an employee at the same time he has to act as the head of the family. Role conflict can cause job stress and decrease job satisfaction. This will be exacerbated by the employee's feeling of uncertainty towards the agency.

Likewise, role conflict and work-life balance are also potential stressors. In this case work-life balance includes the existence of bad relationships with superiors and fellow employees and the situation at work. Job satisfaction on employees related to the assessment of the structure and balance of work life. The stress factors found are centered on the extent to which the workforce can be involved or participate in the organization.

Based on research conducted by Putranto, (2016) in his research entitled Factors Influencing Work Stress: Indigenous Studies on Javanese Teachers showed the results of workload and climate had an effect on work stress. And research conducted by Susanti, (2017) In his research, the influence of role conflict, workload on employee work stress shows the results. Role conflict and workload have a significant effect on work stress on employees. And in the research conducted by Febri Syaputra, (2016) In his research, the effect of workload, organizational climate and leadership on work stress shows that the results of workload, workload and leadership have a significant effect on work stress on employees.

Based on the problems that arise in members of the Pesisir Selatan Police, efforts must be made so that all of these can be handled properly, so that employees can work more conductively, it is very necessary to do so that comfort is created at work. The situation above is the background for the writer to conduct further research. The title raised in this thesis is "The Influence of Workload, Role Conflict and Work-life Balance on Work Stress in Police Members of Pesisir Selatan Police".

II. Research Methods

The population in this study is all South Coast Police Satreskrim police, totaling 42 people.

The technique for taking this sample uses a total sampling technique, *total sampling* is a sampling technique where the number of samples is equal to the population Sugiyono, (2021). The reason for taking total sampling is because according to Sugiyono, (2021) the total population is less than 100, the entire population is used as a research sample.

The data analysis technique used in this study is the structural equation model or commonly called the Structural Equation Modeling (SEM). According to (Ghozali, 2008) SEM is a combination of two separate statistical methods, namely factor analysis developed in psychology and psychometrics and simultaneous equation modeling developed in econometrics. Further according (Hair et al., 2018) SEM is a multivariate analysis that can be used to describe the simultaneous linear relationship between observational variables (indicators) and variables that cannot be measured directly (latent variables).

III. Research Result

Validity test

The validity test in this study was carried out using two measurement methods, namely through convergent validity and discriminant validity. The output of convergent validity analyzed is Outer Loading and Average Variance Extracted (AVE). Then the discriminant validity with the output of Cross-Loading, Fornell-Larcker Criterion and Heterotrait-Monotrait Ratio (HTMT) is explained as follows. The following is an image of the initial validity test before processing:

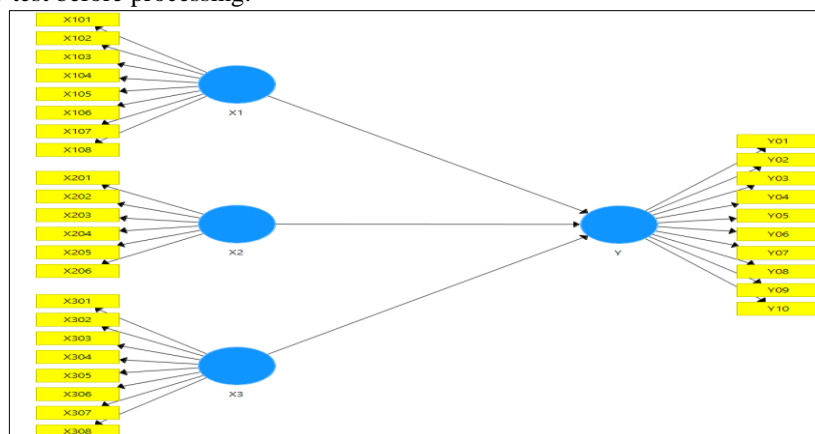


Figure 1: Initial Validity Test Before Processing

Convergent Test

Average Variance Extracted (AVE) and Outer Loading values are used to test convergent validity. According to Hair et al. (2017) all items are considered valid if the AVE and outer loading values are respectively greater than the minimum criteria of 0.5 and 0.7 and there is no loading of items from other constructs that have a higher load than they should be measured.

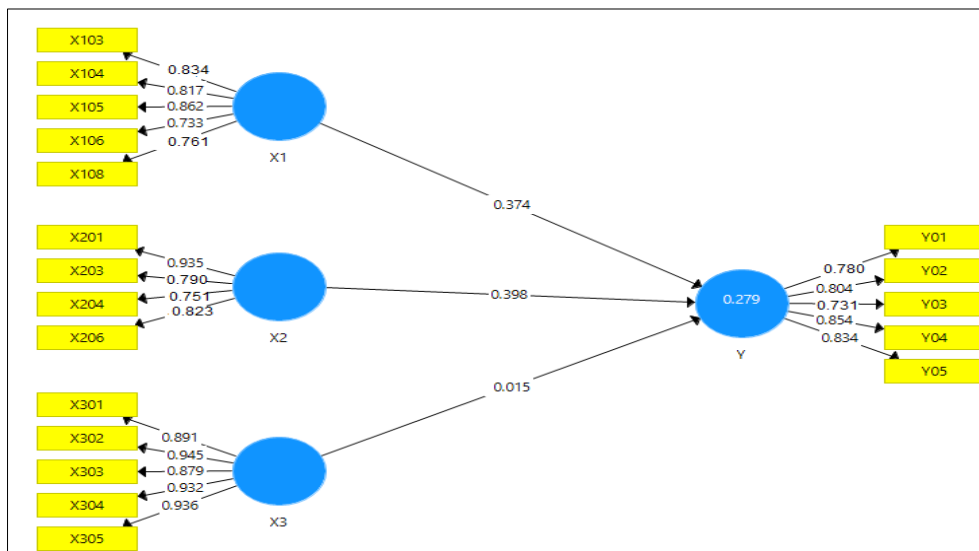


Figure 2 Outer Model

Source: Primary data processing results (2023)

As noted from the initial measurement model in Figure 2 above, the indicators meet the established convergent validity criteria. For more details, the results of the initial convergent validity measurement model for AVE are shown in table 2 below.

Table 2
AVE Value Testing

No	Variable	AVE	Information
1	Work life balance	0.800	Valid
2	Workload	0.759	Valid
3	Role conflict	0.841	Valid
4	work stress	0.774	Valid

Source: Primary data processing results (2023)

As recommended by Hair et al. (2017), the AVE value for all items must be greater than 0.5 to be considered valid. Table 2 shows that all variables have an AVE value greater than 0.5.

Discriminant Test

The next step after conducting a convergent validity test is to conduct a discriminant validity test. Heterotrait-Monotrait Ratio (HTMT) was performed for discriminant validity. The discriminant validity analysis method is the Heterotrait-Monotrait Ratio (HTMT) which uses a threshold value of < 0.85 which can be explained in Table 3 below.

Table 3
Heterotrait-Monotrait Ratio (HTMT)

	Work life balance (X1)	Workload (X2)	Role conflict (X3)	work stress (Y)
X1				
X2	0.211			
X3	0.543	0.286		
Y	0.383	0.238	0.210	

Source: Primary data processing results (2023)

As recommended by Hair et al. (2017), for the formation of a discriminant validity model, the HTMT ratio must be less than 0.85. As noted in Table 3, it can be seen that some of the HTMT ratios for all variables are lower than the threshold of 0.85. Based on the tests that have been carried out from AVE, outer loading, cross loading, square root of AVEs on the Fornell-Larcker Criterion, and the HTMT ratio has met the requirements of discriminant validity and is considered valid. From the table above it can be seen that the HTMT of all constructs has a value below 0.85. Thus it can be concluded that the construct has good discriminant validity. The reliability test was carried out to verify the value of the consistency of the data used in the study. As recommended by Hair et al. (2017) the reliability test is said to be reliable if the value of Cronbach's alpha and composite reliability as the reliability test standard is greater than 0.7. Thus, the research data used is considered reliable to be used as input in the data analysis process to test the research hypothesis. The Cronbach's Alpha and Composite Reliability test results are shown in Table 4 below.

Table 4
Cronbach's Alpha and Composite Reliability

Variable	Cronbach's Alpha	Composite Reliability
Work-life balance (X1)	0.760	0.823
Workload (X2)	0.704	0.871
Role conflict (X3)	0.957	0.963
Work stress (Y)	0.819	0.868

Source: Primary data processing results (2023)

The value of Cronbach's alpha as presented in Table 4, for all variables meets the criteria greater than 0.7. Cronbach's alpha provides an estimate of reliability based on the intercorrelation of indicators. As listed in Table 4 above, the composite reliability for all items is more than 0.7 or meets the criteria. Therefore, it can be concluded that all variables are thus considered reliable or have good reliability for measuring the construct, meaning that the indicators used as observed variables for the latent construct can be said to have been able to explain the construct or the latent variable it forms.

Reliability Test

The reliability test was carried out to verify the value of the consistency of the data used in the study. As recommended by Hair et al. (2017) the reliability test is said to be reliable if the value of Cronbach's alpha and composite reliability as the reliability test standard is greater than 0.7. Thus, the research data used is considered reliable to be used as input in the data analysis process to test the research hypothesis. The Cronbach's Alpha and Composite Reliability test results are shown in Table 5 below.

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Structural Model Test

Collinearity Test

According to Hair et al. (2017) the collinearity test is carried out through VIF values which are useful for measuring reflective models. The provisions for this VIF value are that the value must be above 0.02 and below 5 which indicates that there is no multicollinearity between variables in any critical development which is

not a problem with estimation in the research model (Hair et al., 2017). The results of the Inner VIF values are shown in Table 6 below

Table 6
Inner VIF Values

	Work-life balance (X1)	Workload (X2)	Role conflict (X3)	work stress (Y)
Work-life balance (X1)				1,207
Workload (X2)				1,048
Role conflict (X3)				1,242
Work stress (Y)				

Source: Primary data processing results (2023)

Table 6, shows that all VIF values of the variables that make up the model show values above 0.02 and below 5, therefore the inner VIF test meets the requirements, and there is no multicollinearity between variables in the reflective block, therefore the study can be continued

R Square Test (R2)

The next step in testing the structural model is to test R Square (R2) which aims to find out how the relationship between variables is, where with the provisions that the R Square (R2) value of 0.25 is classified as weak, 0.5 as medium and 0.75 as a model that is strong. The results of the R Square test (R2) are shown in Table 7 below.

Table 7
R Square (R2)

	R Square	Information
Work stress (Y)	0.775	Weak

Source: Primary data processing results (2023)

As shown in Table 7 above, the R Square (R2) value of work stress is 0.775. A value of 0.775 means that the work stress variable can be explained by the variables of work-life balance, workload and role conflict by 77.5% and the remaining 22.5% is expressed by other variables outside the research model

Hypothesis Test

Direct Influence Analysis

The t-statistic value shows regression and can be seen in the output path coefficient, if the t-count value is greater than the t-table value, it means that the hypothesis is significant and accepted. The original sample values show a positive (+) or negative (-) correlation. The results of hypothesis testing in this study are shown in Table 8 below.

Table 8
Path Coefficients

	Original Sample (O)	T Count	P Values	Information
X1 -> Y	-0.374	2,531	0.012	Significant
X2 -> Y	0.306	5,565	0.000	Significant
X3 -> Y	0.830	4,071	0.000	Significant
Work-life balance (X1), Workload (X2), Role conflict (X3), Work stress (Y)				

Source: Primary data processing results (2023)

To perform hypothesis testing, where the t-value (t-value) generated by running the Bootstrapping algorithm on SmartPLS is used to determine whether or not the proposed hypothesis is accepted. The hypothesis uses a two-tailed test, the rule of thumb is a significance level of 10% (t statistics 1.65), a significance level of 5% (t statistics 2.04 and a significance level of 1% (t statistic 2.57). So the hypothesis is accepted at the level the significance is less than 0.05 or the t-value exceeds the critical value of 1.96 (Hair et al., 2014).

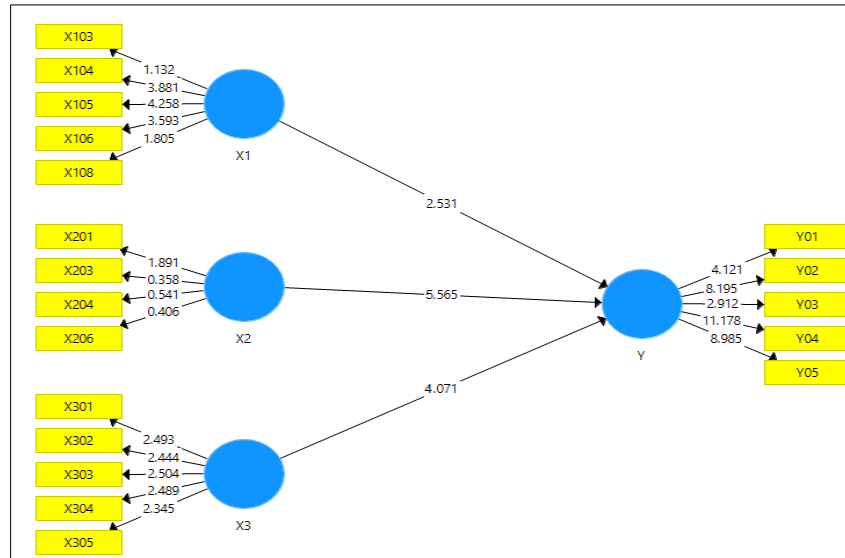


Figure 3
Bootstrapping results

Statistic test

Hypothesis Testing 1

The first hypothesis proposed, As shown in Table 8, data analysis in Hypothesis 1 shows that work-life balance has a positive and significant effect on work stress, this is because the calculated t value is greater than the t table value ($2.531 > 2.04$) and the value P Values ($0.012 < 0.05$). Then the results of data analysis showed that the original sample value was negative, namely 0.374, which means that the direction of influence between work-life balance and work stress is negative. Therefore, the hypothesis which states that work-life balance has a positive and significant effect on work stress is proven to be true. Thus, hypothesis 1 is supported

Hypothesis Testing 2

The second hypothesis put forward, Data analysis in Hypothesis 2 is shown in Table 8, that workload has a negative and insignificant effect on work stress, this is because the calculated t value is smaller than the t table value ($5.565 > 2.04$) and P values ($0.000 > 0.05$). Then the results of data analysis show that the original sample value is positive, namely 0.306 which means the direction of influence between workload on work stress is positive. Therefore, the hypothesis which states that workload has a positive and significant effect on work stress is proven. Thus, hypothesis 2 is supported.

Hypothesis Testing 3

The third hypothesis put forward, Data analysis on Hypothesis 3 shows that role conflict has a positive and significant effect on work stress, this is because the calculated t value is greater than the t table value ($4.071 > 2.04$) and P values ($0.000 < 0.05$). Then the results of data analysis show that the original sample value is positive, namely 0.830, which means that the direction of influence between role conflict on work stress is positive. Therefore, the hypothesis which states that role conflict has a positive and significant effect on work stress is proven to be true. Thus, hypothesis 3 is supported.

F Square Test (F2)

Hypothesis Testing 4

The fourth hypothesis that is proposed next is to test the F Square model (F2) to test how the independent variables are able to influence the dependent variable. The criteria for the effect size F Square (F2) are as follows: a value of 0.02 – 0.15 is classified as a weak effect, 0.15 – 0.35 is classified as a moderate effect and > 0.35 is classified as a strong effect (Hair et al., 2017) . The results for F Square (F2) are shown in Table 9 below.

Table 9
F Square (F2)

Variable	Work-life balance (X1)	Workload (X2)	Role conflict (X3)	work stress (Y)
Work-life balance (X1)				0.161

Workload (X2)				0.210
Role conflict (X3)				0.500
Work stress (Y)				

Source: Primary data processing results (2023)

As shown in Table 9 above, the F Square value where the relationship between the work life balance variable (X1) and the work stress variable (Y) has a value of 0.161, meaning that work life balance (X1) shows a moderate effect on the work stress variable (Y). Furthermore, the workload variable (X2) on the work stress variable (Y) has a value of 0.210 which means that the workload variable (X2) shows a strong influence on the work stress variable (Y). The value of the role conflict variable (X3) on the work stress variable (Y) has a value of 0.500 which means the role conflict variable (X3) shows a strong influence on work stress variable (Y).

IV. Discussion

Influence Work-life balance against work stress at the South Coast Police Criminal Investigation Unit

The results of this study indicate that work-life balance has a significant influence on police work stress at the Satreskrim Polres Pesisir Selatan. This indicates that the work-life balance determines the work stress of the police in the Satreskrim Polres Pesisir Selatan. This means that the better the work-life balance of the police, the lower the work stress.

From the results of this study, it appears that the work-life balance variable has a coefficient of -0.374 which means work-life balance has a big influence. This indicates that work-life balance can play a role in reducing work stress levels. If the Satreskrim Polres Pesisir Selatan wants to reduce the stress of police work in agencies, it must improve the work-life balance of the police.

The results of this study provide an indication that work-life balance has a significant effect on the work stress of the Satreskrim Polres Pesisir Selatan. Thus, it can be concluded that the work stress of the Satreskrim Polres Pesisir Selatan is determined by work-life balance.

The results of this study are in accordance with the research work-life balance is significantly positively related to work stress (Nicola, 2015). Schemerhorn, et al, (2017), stated that work-life balance is a person's ability to balance work demands with personal and family needs. Being able in this case concerns how employees as individuals can manage their time for work and can also enjoy their time for their personal lives and set aside time for their families. With the ability to balance these demands, employees will continue to maintain harmony between tasks at work and outside of work.

Influence Workload on work stress at the South Pesisir Police Criminal Investigation Unit

The results of this study indicate that workload has a significant positive effect on police work stress at the Satreskrim Polres Pesisir Selatan. This indicates that police workload determines work stress at the Satreskrim Polres Pesisir Selatan. This means that the better the workload in the agency, the higher the work stress.

From the results of this study, it appears that the workload variable has a coefficient 0.306 which means workload has a big influence. This indicates that workload can play a role in increasing work stress. If the Satreskrim Polres Pesisir Selatan wants to increase work stress, it must increase the workload on the police.

The results of this study provide an indication that workload has a significant effect on police work stress at the South Coastal Police Criminal Investigation Unit. Thus, it can be concluded that police work stress at the Satreskrim Polres Pesisir Selatan is determined by workload.

The results of this study are in line with the results research conducted by Susanti, (2017) In his research, the influence of role conflict, workload on employee work stress shows the results. Role conflict and workload have a significant effect on work stress on employees. Workload includes physical and mental workload. Workload is also defined as the number of activities that must be completed by a person or group of people during a certain period of time under normal circumstances (Haryono, 2017). And there is also research which states that when the workload is excessive (overloaded), the tendency for employees to run away from their duties by behaving cyberloafing (Pio, RJ, Nimran, U., Alhabsji, T., & Hamid, 2015).

Effects of role conflict on work stress at the South Coastal Police Criminal Investigation Unit.

The results of this study indicate that role conflict has a significant effect on work stress at the Satreskrim Polres Pesisir Selatan. This indicates that role conflict can determine work stress in the Satreskrim Polres Pesisir Selatan. This means that the higher the level of police role conflict in the agency, the higher the work stress due to a sense of satisfaction with the work done by the police. The results of the analysis show that partially there is a significant influence between variables *role conflict* on police work stress South Coastal Police Criminal Investigation Unit.

From the results of this study, it appears that the role conflict variable has a coefficient 0.830 which means that role conflict has a major influence on work stress. This indicates that role conflict can play an important role in increasing work stress. If the Satreskrim Polres Pesisir Selatan wants to increase work stress, then it must increase and create conflict between the role of the police and agencies.

The results of this study provide an indication that role conflict has a significant effect on the work stress of the Satreskrim Polres Pesisir Selatan police. Thus, it can be concluded that the work stress of the Satreskrim Polres Pesisir Selatan is determined by role conflict.

The results of this study are in line with the opinion Sari, (2017) states that conflict is a difference in mindset or opinion or a situation where there is disagreement about something. The results of research conducted by Ferdinand, (2020) states that role conflict in the organization can have a negative impact on work outcomes such as increased turnover intention and work stress. Susanto, (2019) states that role conflict creates inner pressure for employees which can have an impact on the occurrence of work stress on employees. Thus, it is suspected that there is an influence of role conflict on work stress for members of the Pesisir Selatan Police.

Effect of work-life balance, workload, Role conflict on work stress at the South Coastal Police Criminal Investigation Unit

The results of this study indicate that work-life balance, workload, role conflict together have a significant influence on work stress at the Satreskrim Polres Pesisir Selatan. This indicates that work-life balance, workload, role conflict determine work stress at the Satreskrim Polres Pesisir Selatan. This means work-life balance, workload, role conflict, it will increase work stress.

Testing the hypothesis, the results of the analysis of the influence of work-life balance (X1), workload (X2), and role conflict (X3) simultaneously (together) on police work stress (Y), obtained the value of F Square where the relationship between life balance variables work (X1) with work stress variable (Y) has a value of 0.161, meaning that work life balance (X1) shows a moderate effect on work stress variable (Y). Furthermore, the workload variable (X2) on the work stress variable (Y) has a value of 0.210 which means that the workload variable (X2) shows a strong influence on the work stress variable (Y). The value of the role conflict variable (X3) on the work stress variable (Y) has a value of 0.500 which means the role conflict variable (X3) shows a strong influence on work stress variable (Y). As a result the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of work-life balance, workload and role conflict on the work stress of the Satreskrim Polres Pesisir Selatan.

This is in line with research Susanto, (2019), Guntur P Wahono (2012), Ferdinand, (2020) simultaneously and partially who found that work-life balance, workload, role conflict on work stress.

V. Conclusions and recommendations

Conclusion

1. Work-life balance has a negative influence on work stress at the Satreskrim Polres Pesisir Selatan. This means that work stress will increase if the work-life balance prevailing in the agency is not good, it will have an impact on the morale of the police at work so that high work stress will occur.
2. Workload has a positive influence on work stress at the South Coastal Police Criminal Investigation Unit. This means that work stress will increase if the existing workload is getting stronger, it will have an impact on morale for the police at work so that high work stress will occur.
3. Role conflict has a positive influence on work stress at the Satreskrim Polres Pesisir Selatan. This means that work stress will increase if the role conflict of the police is good and good, so that it will have an impact on the morale of the police at work so that high work stress will occur.
4. Work-life balance, workload, role conflict together have a positive effect on work stress at the Satreskrim Polres Pesisir Selatan. With an R² number of 0.779 or 77.9% work stress is influenced by the independent variables work-life balance, workload and role conflict

Suggestion

Based on the results of the discussion analysis and some conclusions in this study, suggestions that can be given through the results of this study in order to get better results, namely:

1. It is necessary to increase and improve the work-life balance by means of which the agency needs to build police trust in the institution, and there are awards given to the police, these things need to be done so that the police have a higher sense of trust in the institution which will support life in the future and will prioritize their work. Thus work stress will occur in a better direction.
2. It is necessary to strengthen the values of workload by providing work reduction that exceeds the capacity of the police, adding erratic working hours so that the police can work effectively and efficiently at the Satreskrim Polres Pesisir Selatan. So that the work stress that occurs will be even better.
3. In the variable role conflict, the police must be able to divide their time between work and family

responsibilities so as to avoid conflict, especially work-family role conflict. This understanding is important because it will increase role conflict and lead to an increase in police work stress.

4. Because this research is full of limitations, future researchers are expected to be able to develop this research by examining and looking for other variables that affect police work stress.

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