

The Influence of Leadership Style and Teamwork on Work Stress at Bekasi City Police

Leadership Style and
Teamwork on Work
Stress

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ABSTRACT

Job stress is a critical aspect that needs to be considered, considering the level of pressure and challenges in the dynamic police environment. High levels of stress can result in decreased welfare, mental health and productivity of members, which in turn can affect the quality of police services. Leadership style and teamwork are considered factors that can influence work stress levels. Good leadership can provide clear direction, support and empower members, while strong teamwork creates a positive and collaborative work environment. Therefore, a deep understanding of how leadership styles and teamwork contribute to job stress levels is essential for designing effective management strategies. The purpose of this research is to find out how leadership style and teamwork influence the work stress of members at the Bekasi City Police. The sampling technique used in this research was saturated sampling. The sample used in this research were members of the HR department of the Bekasi City Police with a sample size of 35 members as respondents. The variables used in this research are Leadership Style (X1), Teamwork (X2) and Work Stress (Y). This research is a type of quantitative research whose data processing uses SPSS version 17. Using multiple linear regression analysis methods, normality tests, descriptive tests, hypothesis tests and *f* tests (simultaneous). The results of this research show that the Leadership Style variable (X1) has a significant effect on the Work Stress variable (Y), the Teamwork variable (X2) has a positive effect on Work Stress (Y). So, it can be concluded that there is a positive influence between Leadership Style (X1) and Teamwork (X2) together on Job Stress (Y).

Keywords: Leadership style, Teamwork, Work stress, Service, Police

ABSTRAK

Stres kerja adalah aspek kritis yang perlu dipertimbangkan, mengingat tingkat tekanan dan tantangan dalam lingkungan polisi yang dinamis. Tingkat stres yang tinggi dapat mengakibatkan penurunan kesejahteraan, kesehatan mental, dan produktivitas anggota, yang pada gilirannya dapat memengaruhi kualitas pelayanan polisi. Gaya kepemimpinan dan kerja sama tim dianggap sebagai faktor yang dapat memengaruhi tingkat stres kerja. Kepemimpinan yang baik dapat memberikan arahan yang jelas, dukungan, dan memberdayakan anggota, sementara kerja sama tim yang kuat menciptakan lingkungan kerja yang positif dan kolaboratif. Oleh karena itu, pemahaman mendalam tentang bagaimana gaya kepemimpinan dan kerja sama tim berkontribusi terhadap tingkat stres kerja sangat penting untuk merancang strategi manajemen yang efektif. Tujuan dari penelitian ini adalah untuk mengetahui bagaimana gaya kepemimpinan dan kerja sama tim memengaruhi stres kerja anggota Polisi Kota Bekasi. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah sampling jenuh. Sampel yang digunakan dalam penelitian ini adalah anggota bagian SDM Polisi Kota Bekasi dengan jumlah sampel sebanyak 35 anggota sebagai responden. Variabel yang digunakan dalam penelitian ini adalah Gaya Kepemimpinan (X1), Kerja Sama Tim (X2), dan Stres Kerja (Y). Penelitian ini merupakan jenis penelitian

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kuantitatif yang pengolahan datanya menggunakan SPSS versi 17. Dengan menggunakan metode analisis regresi linear berganda, uji normalitas, uji deskriptif, uji hipotesis, dan uji F (simultan). Hasil dari penelitian ini menunjukkan bahwa variabel Gaya Kepemimpinan (X1) berpengaruh signifikan terhadap variabel Stres Kerja (Y), variabel Kerja Sama Tim (X2) berpengaruh positif terhadap Stres Kerja (Y). Jadi, dapat disimpulkan bahwa terdapat pengaruh positif antara Gaya Kepemimpinan (X1) dan Kerja Sama Tim (X2) bersama-sama terhadap Stres Kerja (Y).

Kata kunci: Gaya kepemimpinan, Kerja sama tim, Stres kerja, Layanan, Polisi

INTRODUCTION

Since the separation of the Indonesian National Police (*Polisi Republik Indonesia* or POLRI) from the Armed Forces of the Republic of Indonesia (*Angkatan Bersenjata Republik Indonesia* or ABRI) and the Department of Defense and Security, the police force has become an independent organization directly under the president, as stipulated in the People's Consultative Assembly Decree No. VI/MPR/2000 regarding the separation of the Indonesian National Army and the Indonesian National Police. The development of the Polri as a public service demands its performance to be more professional and independent. Based on the Indonesian National Police Law No. 2 of 2002 concerning the Indonesian National Police, it is a government institution that, in carrying out its duties, functions, and roles, requires accountability. The implementation of the main tasks of the Bekasi City Police is outlined in the strategic plan of the Bekasi City Police for the year 2014. The researchers conducted a study at the Bekasi City Police on the work stress experienced by police officers. Work stress is something not unfamiliar experienced by every individual due to personal saturation and work stress factors that do not have a universally applicable order (Imtiaz & Ahmad, 2009; Katili et al., 2021). Therefore, researchers conducted preliminary research to obtain information about stressors in the police carried out at the Bekasi City Police.

A police officer must be prepared for the challenges in the job and be resilient to pressure both from his work environment and outside his work because at the same time, they must maintain public safety and investigate crimes (Bregenzer & Jimenez, 2021). In addition, the police must also be cautious about potential threats to their own safety, so they must also control their emotions even under pressure. Looking at the phenomenon that is happening there, many police officers at the Bekasi City Police experience stress. The stress that occurs in the members of the Bekasi City Police are: Work pressures from the work environment or organization as well as outside the work environment or outside the organization can cause stress; daily activities related to organizational life can experience stress; inability to respond to demands can trigger the onset of work stress because a situation where someone faces tasks or jobs that cannot be or have not been reached by their abilities; workloads that cannot be balanced by the abilities of police officers; seeking the background of cases that occur, such as murder cases, rape, theft, and so on, so that it requires energy and time to be resolved quickly (Manoppo, 2020; Kim & Jung, 2022).

The stress that occurs in members of the police at the Bekasi City Police is also influenced by several factors such as internal factors, namely personality, ability, and cultural values. External factors such as job conditions, roles in the organization, career development, work relationships, and organizational structure (Groombridge et al., 2019). The level of stress in a police officer is certainly higher than that of other security forces. The stress experienced by these police officers will have a negative impact on health when viewed from a physical perspective, while from a physiological perspective, it has the impact of frequent absenteeism from work and the fatal they will quit their job (Thapa & Parimoo, 2022). The Bekasi City Police need good leadership to provide motivation in doing their job. Good leadership can guide and direct their subordinates in carrying out their duties, can motivate each member to be innovative and create new things and can encourage their subordinates to perform their duties as well as possible.

Leadership must also be able to provide a sense of security and tranquility to the members besides that leadership must be able to increase responsibility for the work given and an increase in achieving organizational goals so that it can change each member towards the direction and goals of the Bekasi City Police.

Leadership style also influences the occurrence of work stress in members of the Bekasi City Police. At the Bekasi City Police, they have a militaristic leadership style that involves their subordinates always being disciplined, obedient, loyal, having togetherness and following according to the rules set by the organization, but police officers feel that their leadership style is too rigid because it follows the rules that apply, not relaxed and limits between subordinates and superiors even though the relationship between superiors and subordinates is one implementation of the leadership of a superior or leader to exchange ideas if there is a problem (Zajac et al., 2021). In this case, it is closely related to the relationship between the leader and his members. Problems that arise in the organizational environment due to cooperative relationships between leadership and their members are not harmonious, causing members of the organization to work not optimally, the emergence of indiscipline cases, excessive stress and even against their superiors and this is because they feel depressed about the leadership style of their superiors (Hoxha, 2019).

Teamwork together intensively, producing high performance developing a successful team is not something easy. Teamwork has a big role to play in achieving success in any field, including in an institution/organization (Monroe et al., 2021). As we all know, there are still many ways or ideas that need to be done in order to be strong, great, and unbeatable, one of which is working together as a teamwork. Teamwork at the Bekasi City Police has a solid team with an organization that has been restructured to be able to compete effectively and efficiently and become a team that is able to utilize the talents of members of the Bekasi City Police better. Even though the teamwork of the members of the Bekasi City Police has a solid team, there are still many of them who are stressed because of their work. For example, like the Traffic Police during Eid, they are required to work together maximally to secure the road because there will definitely be congestion and even many accidents, so there arises stress in police officers because they have to handle these cases and have to sacrifice their time to be with their families. So based on the description above, there are work stress problems for members of the Bekasi City Police. In connection with this, flexible leadership is needed or considers subordinates as friends to exchange ideas and there is no seniority and teamwork is needed to solve problems quickly.

LITERATURE REVIEW

Various forms of concerns and problems are consistently faced by employees. From time to time, we all encounter difficulties, problems, and emotional distress. Some difficulties occur outside of work, while others are related to the job. Stress, as an umbrella term, encompasses pressure, burdens, conflicts, fatigue, tension, panic, restlessness, anxiety, depression, and powerlessness. According to Hariana (2021), stress is a condition of tension that affects a person's emotions, thinking processes, and overall condition. Excessive stress can threaten a person's ability to cope with their environment. Gibson (2022) conceptualizes work stress from several perspectives: stress as a stimulus, stress as a response, and stress as a stimulus-response. Stress as a stimulus focuses on the environment, viewing stress as a force that presses individuals to respond to stressors (Groombridge et al., 2019). Conditions that tend to cause stress are called stressors, and often employees experience stress due to a combination of various stressors. Katili et al. (2021) identifies two categories of stress causes: on-the-job and off-the-job. Work conditions that often trigger stress for employees involve excessive workloads, time pressure, inadequate supervision, an unstable political climate, inadequate feedback, insufficient authority, role ambiguity, frustration, interpersonal and intergroup conflicts, differences in corporate and employee values, as well as various forms of changes. On the other hand, employee stress can also be caused by off-the-job issues, known as "off-the-

job” stress (Choi, 2021). These factors involve financial concerns, child problems, physical problems, marital problems such as divorce, changes in residence, and other personal issues like family deaths. It can be concluded that sources of stress causing decreased performance or even illness do not only come from one factor but from a combination of several stress factors. Most of the time, people spend their time working, so the work environment plays a significant role in influencing their health. Workplace stress factors play a significant role in causing decreased well-being and health for workers (Kim & Jung, 2022).

Rivai & Sagala (2015) suggests that addressing work stress problems can be done through two main perspectives: the individual approach and the company approach. The individual approach is essential because the impact of stress can permeate various aspects of an individual’s life, including health, productivity, and income. These factors make the individual approach a necessity. For individuals, steps to reduce stress include increasing faith, practicing meditation and breathing, engaging in sports activities, relaxation, seeking social support from friends and family, and avoiding monotonous routines (Zajac et al., 2021). On the other hand, the company approach is also crucial because it is not only related to humanity but also affects the overall performance and effectiveness of the company. The company approach includes various strategies such as improving the organizational climate, enhancing the physical environment, providing sports facilities, task analysis and clarity, increasing participation in decision-making processes, task restructuring, and applying goal-based management concepts (Ogbonnaya, 2019; Manoppo, 2020). It is important to note that the boundary between individual and company approaches is not always clear-cut, and stress reduction efforts can be made at both the individual and organizational levels or both. By combining these approaches, companies can create a work environment that supports employee well-being and enhances overall performance (Nair & Fahimirad, 2019).

Leadership style reflects a consistent pattern of behavior practiced by an individual when working with others. It serves as a guide that shapes action habits and can be anticipated by colleagues. Leadership style not only reflects the type of leadership but also includes the unique characteristics, habits, temperament, disposition, and personality of a leader. In the context of leadership studies, various leadership styles are known and explained by Tambunan (2015). One of them is Military Leadership, which involves the use of discipline, obedience, togetherness, and compliance with rules in leading subordinates. On the other hand, Paternalistic Leadership emphasizes the role of the leader as a protector, mentor, advisor, and guide for subordinates. The free rein or Laissez-Faire leadership style gives complete freedom to subordinates to make decisions and complete work according to their own approach (Belrhiti et al., 2020). Conversely, Free-Range Leadership involves a leader who avoids responsibility and tends to rely on the group to set goals and solve problems. Charismatic Leadership Style, on the other hand, sees charisma as a key characteristic of a leader. Charisma is viewed as an interpersonal attraction that can inspire support and acceptance from subordinates (Campos, 2021; Rana et al., 2019). Leaders with charismatic leadership tend to have a strong influence and can motivate their teams. Each leadership style has its uniqueness and suitability in specific contexts. Leaders often combine elements of various leadership styles according to the situation and the needs of the team or organization. As a leader evolves, awareness of leadership style and the ability to adapt become valuable skills for achieving goals effectively (Jamail et al., 2019).

Robbins et al. (2015) state that creating an effective team occurs when team members can enhance their performance, including their ability to solve problems effectively. To achieve this, the main components of an effective team can be categorized into three general aspects: contextual resources and influences, team composition, and process variables. The importance of leadership style and teamwork in managing work stress is based on the idea that effective leadership, which provides guidance without exerting excessive pressure, can reduce the impact of work stress (Choi, 2021). Conversely, leadership that burdens subordinates with excessive pressure can lead to hindrances in

thinking processes, high emotional responses, and disruptions to employees' physical health. The influence of teamwork on stress management also lies in the team's ability to provide appropriate guidance (Monroe et al., 2021). With good teamwork, team members can work together to achieve quality and quantity work results, which, in turn, can reduce work stress levels. Teamwork creates an environment where each member can contribute, support each other, and achieve common goals, thereby reducing individual pressure and improving well-being in the workplace (Bregenzer et al., 2021; Hoxha, 2019).

- H1: Leadership style has a significant influence on job stress.
- H2: Teamwork has a significant influence on job stress.
- H3: Leadership style and teamwork simultaneously have a significant influence on job stress.

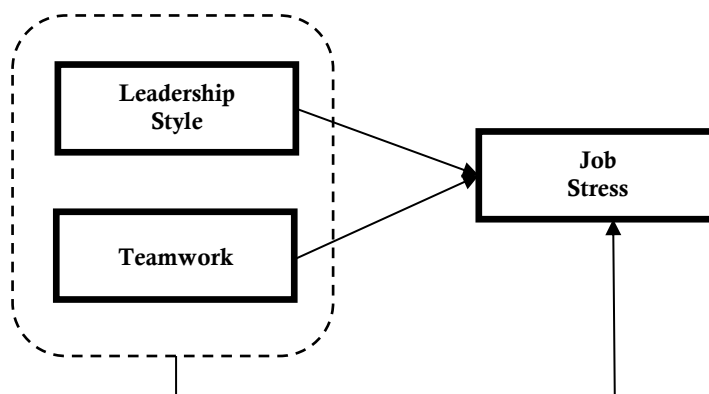


Figure 1. Research Framework

METHODS

The research method applied in this thesis is a quantitative method, which involves data collection using a Likert scale questionnaire ranging from 1 to 5 points. The types of data used consist of primary and secondary data. Primary data, the main focus of the research, is obtained directly from the objects under study – information regarding the influence of leadership style and teamwork on employee job stress. In contrast, secondary data is additional information that supports the research, gathered from various sources through literature reviews, including books relevant to the research issue. The population focused on in this study is the 35 members of the Human Resources Department at Polresta Bekasi City. The sampling technique used is saturation sampling, where the entire population becomes the research sample. Therefore, the respondents studied in this research are members of the SDM at Polresta Bekasi City. This research examines the relationship between two variables: the independent variable and the dependent variable. The independent variable involves measurements of leadership style and teamwork, while the dependent variable is the level of job stress experienced by employees. Using the quantitative method and Likert scale questionnaire, this research aims to systematically investigate the influence of leadership style and teamwork on the level of employee job stress at Polresta Bekasi City. The data in this study are processed using SPSS version 17.

RESULTS AND DISCUSSION

This research is focused on Polresta Bekasi City, with the aim of measuring whether there is a significant influence between the variables of Leadership Style and Teamwork on the level of Job Stress. The research subjects are members of the HR department in Polresta Bekasi City. Data collection was conducted by distributing questionnaires directly to the respondents from June 10 to June 18, 2016. A total of 35 questionnaires were distributed to HR department members. The research results show the distribution

of respondents' gender, with 57% male and 43% female. This indicates that the number of male members in Polresta Bekasi City is more dominant than female employees. The distribution of respondents' ages shows that 37% are aged 21-30, 34% are aged 31-40, and 29% are aged 41-56. This indicates that the age group of 21-30 is considered a range with high productivity. In terms of education, the majority of respondents have a high school education, accounting for 57%, followed by a Bachelor's degree at 3%, and a Diploma graduate at 40%. Regarding the respondents' length of service, the majority fall into the range of 11-35 years, accounting for 37%, followed by the 0-5 years of service at 34%, and the 6-10 years of service with the least number at 29%. The conclusion from this research provides an overview of the characteristics of HR department members in Polresta Bekasi City who are the subjects of the study.

In the validity testing process, the *r* table value is obtained using the formula for degrees of freedom (*df*) calculated through the formula $df = n - 2$, with *n* being the number of respondents. In this study, the number of respondents is 20, so $df = 20 - 2 = 18$. Therefore, the *r* table value obtained is 0.444. A questionnaire can be considered valid if the *r*-value from the questionnaire test is higher than the predetermined *r*-table value. The questionnaire test results are considered valid if the correlation value (*r*-value) between the measured variables in the questionnaire is higher than the corresponding *r*-table value for the calculated degrees of freedom. This indicates that the measurement instrument used has an acceptable level of validity and can be relied upon to measure the relationship between the variables studied in the research.

Table 1. Job Stress Validity Test Results (Y)

Indicator	r Count	Information	Indicator	r Count	Information
JS1	0.164	Drop	JS11	0.036	Drop
JS2	0.491	Valid	JS12	0.298	Drop
JS3	0.538	Valid	JS13	0.588	Valid
JS4	0.625	Valid	JS14	0.475	Valid
JS5	0.572	Valid	JS15	0.504	Valid
JS6	0.510	Valid	JS16	0.484	Valid
JS7	0.348	Drop	JS17	0.656	Valid
JS8	0.448	Valid	JS18	0.629	Valid
JS9	0.812	Valid	JS19	0.669	Valid
JS10	0.669	Valid	JS20	0.547	Valid

From Table 1 presented, it can be seen that the calculated *r* values for each tested variable indicate that 16 questions are considered valid. This validity is obtained because the calculated *r* values for these 16 questions are higher than the predetermined *r*-table value of 0.444. On the contrary, there are 4 questions considered invalid or dropped, as the calculated *r* values for these questions are lower than the predetermined *r*-table value. Thus, it can be concluded that 16 questions from each variable in this study are considered valid, meaning that the measurement instrument used to assess these variables is deemed to have an adequate level of validity. This validity confirms that these questions can be relied upon to measure the concepts or dimensions intended to be identified in this research.

From Table 2, it is evident that the calculated *r* values for each tested variable indicate that 17 questions are considered valid. This validity is attained because the calculated *r* values for these 17 questions are higher than the predetermined *r*-table value of 0.444. Conversely, there are 3 questions considered invalid or dropped, as the calculated *r* values for these questions are lower than the predetermined *r*-table value. Therefore, it can be concluded that 17 questions from each variable in this study are considered valid. This validity signifies that the measurement instrument used to assess these variables can be relied upon to identify and measure the dimensions or concepts that are the focus of the research.

Table 2. Leadership Style Validity Test Results (X1)

Indicator	r Count	Information	Indicator	r Count	Information
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LS1	0.618	Valid	LS11	0.363	Drop
LS2	0.040	Drop	LS12	0.457	Valid
LS3	0.020	Drop	LS13	0.578	Valid
LS4	0.531	Valid	LS14	0.666	Valid
LS5	0.525	Valid	LS15	0.453	Valid
LS6	0.519	Valid	LS16	0.684	Valid
LS7	0.522	Valid	LS17	0.469	Valid
LS8	0.646	Valid	LS18	0.592	Valid
LS9	0.562	Valid	LS19	0.651	Valid
LS10	0.499	Valid	LS20	0.608	Valid

From Table 3, it can be observed that the calculated r values for each tested variable indicate that 19 questions are considered valid. This validity is achieved because the calculated r values for these 19 questions are higher than the predetermined r-table value of 0.444. There is only 1 question considered invalid or dropped, as the calculated r value for this question is lower than the predetermined r-table value. Thus, it can be concluded that 19 questions from each variable in this study are deemed valid. This validity demonstrates that the measurement instrument used to assess these variables can be relied upon to identify and measure the dimensions or concepts that are the focus of the research. This strengthens the reliability and accuracy of the research findings.

Table 3. Teamwork Validity Test Results (X2)

Indicator	r	Count	Information	Indicator	r	Count	Information
TC1	0.458		Valid	TC11	0.463		Valid
TC2	0.525		Valid	TC12	0.611		Valid
TC3	0.479		Valid	TC13	0.455		Valid
TC4	0.517		Valid	TC14	0.498		Valid
TC5	0.491		Valid	TC15	0.568		Valid
TC6	0.461		Valid	TC16	0.597		Valid
TC7	0.475		Valid	TC17	0.511		Valid
TC8	0.456		Valid	TC18	0.072		Drop
TC9	0.503		Valid	TC19	0.507		Valid
TC10	0.561		Valid	TC20	0.602		Valid

In assessing the reliability of the measurement tool, this study employed the Cronbach's alpha coefficient as a reliability test. This reliability test was conducted on all items in the research questionnaire. The Cronbach's alpha coefficient served as the benchmark, and there are two evaluation criteria. If the Cronbach's Alpha value exceeds 0.60, the questionnaire is considered reliable. Conversely, if the Cronbach's Alpha value is less than 0.60, the questionnaire is deemed unreliable. Using this approach, the research could determine the extent to which the measurement tool used is trustworthy and consistent in measuring the investigated variable or concept. Results meeting or exceeding the reliability threshold of 0.60 indicate that the measurement instrument is reliable for obtaining consistent and trustworthy data. Conversely, a value below 0.60 indicates the unreliability of the instrument in measuring the relevant variable.

From the Reliability Statistics output results, the Cronbach's Alpha value obtained was 0.869. Based on the evaluation criteria, this value has exceeded the limit of 0.60, indicating that the questionnaire tested has a good level of reliability. In other words, the data generated from the distributed questionnaires is reliable and trustworthy. The use of Cronbach's Alpha value as a reliability indicator shows the consistency and reliability of the measurement instrument. Therefore, these results provide confidence that the measuring instruments used in this research can provide consistent and reliable data in measuring the variables or concepts being studied. This strengthens the validity and reliability of the research results that have been carried out.

From the Reliability Statistics output results, it was found that the Cronbach's Alpha value was 0.861. In accordance with the evaluation criteria, this value exceeds the limit of 0.60, which indicates that the tested questionnaire has a good level of reliability. In other words, the data generated from the distributed questionnaires is reliable and

trustworthy. The use of Cronbach's Alpha value as a reliability indicator provides confidence that the measurement instruments used in this research are consistent and reliable. These results strengthen the reliability and validity of the data obtained from this research, implying that the measuring instruments used can provide consistent and reliable results in measuring the variables or concepts being studied.

From the Reliability Statistics output results, a Cronbach's Alpha value was obtained of 0.822. In accordance with the evaluation criteria, this value exceeds the limit of 0.60, indicating that the tested questionnaire has a good level of reliability. In other words, the data generated from the distributed questionnaires can be trusted and relied upon. The use of Cronbach's Alpha value as a reliability indicator confirms that the measurement instrument used in this research has adequate consistency and reliability. These results provide confidence that the measuring instruments used can provide consistent and reliable data in measuring the variables or concepts being studied. The reliability of the results of this research is strengthened by good reliability values, providing further validity to the interpretation and generalization of research findings.

Table 4. Reliability Test Results

Variable	N of Items	Cronbach's Alpha
Job Stress (Y)	16	.869
Leadership (X1)	17	.861
Teamwork (X2)	19	.822

Furthermore, in order to assess the influence of independent variables, such as leadership style and teamwork, on the dependent variable, namely work stress, it is necessary to carry out a t test. Partial testing can be evaluated via the t test, where if the probability value (p-value) of the test is less than 0.05, then the null hypothesis is rejected, indicating that there is a significant influence. Thus, the results of the t test which shows a probability value of less than 0.05 will result in the conclusion that leadership style and teamwork have a significant influence on work stress levels. This approach allows research to evaluate the impact of each variable separately on the dependent variable, providing deeper insight into the contribution of each factor to job stress levels.

Table 5. Coefficients

Model	Unstandardized Coefficients		Standardize Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	40.543	18.657		2.173	.037		
Leadership Style	-.303	.148	-.304	-2.048	.049	.957	1.045
Teamwork	.754	.204	.548	3.690	.001	.957	1.045

a. Dependent Variable: Work Stress

Based on the partial test results for the leadership style variable, a calculated t-value of -2.048 was obtained. In this test, the t-distribution table was consulted at a significance level (α) of 5% (2.5% on both sides of the distribution) with degrees of freedom (df) equal to n-k, where n is the number of cases and k is the number of independent variables. Using a two-sided test, a search at a significance level of 0.25 yielded a critical t-value of 2.035. Since the calculated t-value (-2.048) is smaller than the critical t-value (2.035), with a significance level of 0.049 less than 0.05, the alternative hypothesis (H1) stating an influence of leadership style on stress levels is accepted. This conclusion indicates that, partially, leadership style has a significant effect on the level of work-related stress. Based on the partial test results for the teamwork variable, a calculated t-value of 3.690 was obtained. In this test, the t-distribution table was consulted at a significance level (α) of 5% (2.5% on both sides of the distribution) with degrees of freedom (df) equal to n-k, where n is the number of cases and k is the number of independent variables. Using a two-sided test, a search at a significance level of 0.25 yielded a critical t-value of 2.035. Since the calculated t-value (3.690) is larger than the critical t-value (2.035) with a significance

level of 0.001, much smaller than 0.05, the alternative hypothesis (H2) stating a positive influence of teamwork on work-related stress levels is accepted. This conclusion indicates that, partially, teamwork has a positive and significant impact on the level of work-related stress.

Table 6. Results of Simultaneous Test Analysis

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	670.135	2	335.068	7.667	.002a
Residual	1398.436	32	43.701		
Total	2068.571	34			

a. Predictors: (Constant), Leadership style, Teamwork
b. Dependent Variable: Work stress

From the results of the ANOVA test or F-test, the calculated F value was 7,667 with degrees of freedom df 2 (n-k-1) or 32 (35-2-1). The F table value obtained is 3.290 with a significance level of 0.002. Because the significant probability (0.002) is much smaller than 0.05, the null hypothesis can be rejected and the alternative hypothesis accepted. This conclusion shows that simultaneously or together, the variables leadership style (X1) and teamwork (X2) have a significant influence on the dependent variable work stress (Y). In other words, leadership style and teamwork play a role simultaneously in influencing work stress levels. These results emphasize the importance of considering these two factors simultaneously in managing and reducing work stress levels in the work environment.

CONCLUSION

The conclusions drawn from the research results reveal several significant findings. Firstly, the partial data analysis indicates that the leadership style variable has a significant influence on the level of work-related stress. This conclusion supports hypothesis H1, asserting that there is an influence of leadership style on the level of work-related stress, emphasizing the importance of the leadership style in influencing this aspect partially. Secondly, the teamwork variable also has a significant influence on the level of work-related stress. This conclusion supports hypothesis H2, stating a positive influence between teamwork and the level of work-related stress, confirming the crucial role of teamwork in mitigating the level of work-related stress partially. Thirdly, the results of the ANOVA or F-test show that collectively, leadership style and teamwork significantly influence the level of work-related stress among the members of Polresta Bekasi City in the HR department. As recommendations, improving leadership style can be achieved by granting employees autonomy in performing tasks in their own way and assigning more responsibilities to team members. Management is also advised to adopt various approaches to enhance loyalty and dedication to the organization. Enhancing teamwork can be achieved by fostering a collaborative work culture that encourages mutual dependence. To reduce the level of work-related stress, it is recommended to create a work environment that does not trigger stress, provide stress training programs to police personnel, and implement relaxation methods as stress management measures. These recommendations are expected to contribute to the well-being and productivity improvement of the members of Polresta Bekasi City in the HR department.

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