

The Effect of Work Discipline and Work Motivation on Performance Mediated by Work Stress on Indonesian Air Force Personnel at The Education Squadron 105 Adisutjipto Air Force Base

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ARTICLE INFORMATION

ABSTRACT

Publication Information

Research Article

HOW TO CITE

Sanaji., Subyantoro, A., Siswanti, Y.
(2021). The Effect of Work Discipline and
Work Motivation on Performance Mediated
by Work Stress on Indonesian Air Force
Personnel at The Education Squadron 105
Adisutjipto Air Force Base. *Journal of
International Conference Proceedings*,
4(3), 341-352.

DOI:

<https://doi.org/10.32535/jicp.v4i3.1335>

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Received: 13 November 2021

Accepted: 11 December

Published: 20 December 2021

This research is research quantitative descriptive which aims to determine and analyze the effect of work discipline and work motivation on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. The research was conducted by distributing questionnaires to Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base, totaling 41 people. The questionnaires were returned and filled in completely, then processed using path analysis and Sobel test. Test the instrument using the Pearson product moment formula and test the reliability by looking at the Cronbach's Alpha coefficient. The results of hypothesis testing indicate that there is an effect of work discipline on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. Work motivation effects the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. Work stress effects the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. Work discipline has an effect on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. Work motivation has an effect on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. The results of this study provide theoretical, methodological, and managerial

contributions as well as recommendations for further research to explore other variables that can affect performance, in addition to work discipline, work motivation and work stress.

Keywords: Work Discipline, Work Motivation, Work Stress and Performance

JEL Classification: J21, L33, O15

INTRODUCTION

Performance is basically what personnel do or don't do (Mathis & Jackson, 2010). Performance is work performance, which is a comparison between work results and established standards (Dessler, 2013). Performance is the result of work in quality and quantity achieved by personnel in carrying out their duties. Personnel performance is the completion of quality work, on time accompanied by quality and quantity produced in accordance with predetermined targets (Gibson, Ivancevich, & Donnelly, 2003). The implementation of a job is judged to meet the right standards, when referring to the results of the work in accordance with predetermined quality standards, so as to achieve the results and targets that have been set.

Talking about the performance of Indonesian Air Force personnel at the 105th Education Squadron at Adisutjipto Air Force Base, of course, it cannot be separated from how the personnel behave. Indonesian Air Force personnel at the 105th Education Squadron Adisutjipto Air Base have the task of training students of the Air Force Women's First Career Non-Commissioned Officer in accordance with Air Force Chief of Staff Regulation No. 22 of 2017 concerning Basics of Organization and Procedure Air Force Doctrine Development, Education and Training Command, where policies and strategies for the development of Air Force Doctrine Development, Education and Training Command lead to development policies by taking into account the dynamics of the organization and leadership policies, especially those covering the implementation of Doctrine development, Education and Training at the Air Force Doctrine Development, Education and Training Command in an effort to produce quality Human Resources.

Based on observations by researchers, it can be seen that the performance of the Education Squadron 105 personnel has decreased, such as low creativity and initiative. Personnel of the 105 Education Squadron in training students by using the same method from time to time and seem to only fulfill their obligations. The good performance of the 105 Education Squadron personnel will certainly be able to complete the tasks and obligations that have been given. Its success is measured by how much the tasks and responsibilities can be completed in accordance with the applicable standards. The higher the level of performance, the better of quality for training students. It can be seen that the performance of the Education Squadron 105 personnel has decreased, such as low creativity and initiative. Education Squadron 105 personnel in training students by using the same method or method from time to time and seem to only fulfill their obligations.

Good performance of personnel is influenced by many factors, one of which is work discipline. Discipline is usually directly proportional to the productivity of personnel in an organization. Another important element in the organization's management system that can affect the performance of personnel is work motivation. Work motivation is needed to develop and empower human resources (As'ad, 2008). Providing work motivation to personnel, means giving personnel encouragement to mobilize their abilities, expertise and skills in carrying out their duties and obligations.

The phenomenon of personnel performance that is influenced by work discipline and work motivation and mediated by work stress is interesting for further research. The performance of Indonesian Air Force personnel in the Education Squadron 105 Adisutjipto Air Force Base from 2018 to 2020 continues to decline. Based on Decree of the Air Force Chief of Staff Number/131/V/2019, 31 May 2019 regarding the Technical Guidelines for Individual Performance Assessment, it can be seen in Table 1 below:

Table 1. Data on Performance Assessment Personnel of Education Squadron 105 Adisucipto Air Force Base

Personnel Performance Assessment	2018	2019	2020
Average Performance Score of Personnel 105 th Education Squadron	90.45	89.35	88.65

Source: Annual Recapitulation of Education Squadron 105 Personnel Performance Assessment

Based on these data, it can be seen that the average individual performance value is still in the "Good" status but numerically has decreased. To see the data designation for individual performance appraisal of Indonesian Air Force Personnel at the Education Squadron 105 Adisucipto Air Base, it can be seen in the Rating Scale according to Decree of the Air Force Chief of Staff Number/131/V/2019, 31 May 2019 concerning Technical Guidelines for Individual Performance Assessment. Table 2 below.

Table 2. Value Scale

No.	Score	Status
1	91 – 100	Very Good (BS)
2	80 – 90.99	Good (B)
3	60 – 79.99	Enough (C)
4	40 – 59.99	Less (K)
5	20 - 39.99	Very bad (KS)

Source: Decree of the Air Force Chief of Staff No./131/V/2019 dated 31 May 2019

Leaders conduct individual personnel assessments based on Decree of the Air Force Chief of Staff Number/131/V/2019, 31 May 2019 concerning Technical Guidelines for Individual Performance Assessment, divided into 2 (two) assessment groups including the Non-Commissioned Officer, Enlisted and TNI Civil Servants with a total assessment covering 40 aspects. Officer group with a total assessment of 52 aspects. From the number of aspects of the assessment, both from the Non-Commissioned Officer, enlisted and civil servants of the TNI, as well as aspects of the assessment of officers, it is correlated with Gomez's theory. Starting from the descriptions and problems above which reveal the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisutjipto Air Base in training students, it can be caused by many factors including work discipline, work motivation and work stress.

LITERATURE REVIEW

Performance

Performance is the achievement/achievement of a person with respect to the tasks assigned to him. Performance can also be seen as a combination of work results (what a person must achieve) and competence (how a person achieves it). (Marwansyah, 2014). Performance is basically what personnel do or don't do (Mathis & Jackson, 2010). Performance management is the overall activity carried out to improve the performance

of the organization, including the performance of each individual and work group in the organization.

Work Discipline

Discipline is a management activity to implement organizational standards (Handoko, 2012). There are two types of disciplinary activities, namely preventive and corrective. In the implementation of discipline, to obtain results as expected, the leader in his business needs to use guidelines as the basis for implementation. Work discipline can be interpreted as an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten, and being able to carry it out and not succumbing to receiving sanctions if he violates the duties and authorities given to him.

Work Motivation

Motivation comes from the Latin word "movere" which means encouragement or movement. Motivation is the desire contained in an individual that stimulates him to take actions (Hasibuan, 2009). The motivation of one individual to another must be different and often change so that the actions taken by one individual to another to achieve their desires are also different. Work motivation is nothing but something that gives rise to encouragement or enthusiasm for work (Manullang, 2006). In other words, work motivation is a driving force for work morale. Something here can come from within a person or from outside a person.

Work Stress

Work stress is: "A dynamic condition in which an individual is faced with an opportunity, demand or resource related to environmental conditions, organizational conditions and in a person, (Robbins and Judge (2017: 597). The definition of work stress according to Vanchapo (2020: 37) is an emotional state that arises because of the incompatibility of the workload with the individual's ability to deal with the pressures he faces. Work stress is a form of a person's response, both physically and mentally to a change in his environment that is felt to be disturbing and causes him to be threatened (Anoraga, 2001). Job stress is defined as a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and conditions of a personnel where the pressure is caused by the work environment in which the personnel is located.(Rivai, 2004). Work stress can be understood as a situation where a person faces a task or job that cannot be reached by his abilities.

Hypothesis Study

Based on the causal relationship, it produces 5 hypotheses, including:

- H1 : There is a positive significant effect of work discipline on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base.
- H2 : There is a positive significant effect of work motivation on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base.
- H3 : There is a negative significant effect of work stress on the performance personnel of Education Squadron 105 Adisucipto Air Force Base
- H4 : There is a positive influence of work discipline on performance mediated by work stress on the personnel of Education Squadron 105 Adisucipto Air Force Base
- H5 : There is a positive influence of work motivation on performance which is mediated by work stress on the personnel of Education Squadron 105 Adisucipto Air Force Base.

RESEARCH METHOD

Research design or design is matters relating to decisions regarding research objectives. This research is viewed from the data analysis using descriptive statistical analysis. This study also uses quantitative research methods. Quantitative research is a scientific method whose data is in the form of numbers or numbers that can be processed and analyzed using mathematical calculations or statistics (Sekaran & Bougie, 2017). This research was conducted at the Education Squadron 105 Adisucipto Air Base which has the main task of training the First School Students for Women Air Force Career Officers. The coaches and trainers consist of Men and Women, who have different corps backgrounds such as Health Corps, Administration Corps, Troop Corps, Military Police Corps, Weapons Engineering Corps, Aircraft Engineering Corps as well as formal educational backgrounds and vocational specifications that different, for the highest general education (Dikumti) Senior High School equivalent, input from the enlisted and non-commissioned Officer, Diploma 3 and S-1 graduates from the Career Soldier Officer (Pa. PK TNI) admission program. The population of this research is the Indonesian Air Force personnel in the Education Squadron 105 Adisucipto Air Force Base, amounting to 41 people. The sample used in this study is total sampling where all members of the population are research samples. The data taken from 41 respondents was then processed using SPSS 19.0.

RESULTS

Research Instruments Validity and Reliability Test Results

Validity test

The validity test in this study calculated each item or variable from work discipline, work motivation, work stress and personnel performance. The data taken from 41 respondents was then processed using SPSS 19.0. Calculation of instrument validity is based on the significance value (sig). If the sig value is less than 0.05 then the question is considered valid or valid, and vice versa.

Table 3. Validity Test Results

Variable	Statement	rcount	Sig	Description
Work Discipline	I carry out the existing work rules	0.759	0.000	Valid
	I carry out my duties in an orderly and orderly manner	0.737	0.000	Valid
	I make the best use of my time to get the job done	0.547	0.000	Valid
	I can complete assignments on time	0.572	0.000	Valid
	I can complete a number of jobs that are my responsibility	0.614	0.000	Valid
	I am responsible for the assigned tasks	0.769	0.000	Valid
	I always come to work on time	0.824	0.000	Valid
	I come home from work according to working hours	0.696	0.000	Valid
Work motivation	I'm looking for new ways to speed things up	0.569	0.000	Valid
	I feel proud when my work becomes a reference for my coworkers	0.639	0.000	Valid
	I dare to take risks in completing work	0.679	0.000	Valid
	I take full responsibility for the work done	0.692	0.000	Valid

Variable	Statement	rcount	Sig	Description
	I help coworkers who have difficulty completing work	0.598	0.000	Valid
	I provide ideas for the advancement of the organization in the work environment	0.626	0.000	Valid
	I enjoy being part of a group in an organization	0.637	0.000	Valid
	I encourage coworkers to work hard in order to get the job done	0.565	0.000	Valid
	I have a personal relationship with coworkers	0.782	0.000	Valid
	I have done the job effectively	0.782	0.000	Valid
	I feel happy when I get input from coworkers	0.800	0.000	Valid
	I feel happier when I work together than alone	0.750	0.000	Valid
Work stress	I feel my heart rate increases at work	0.483	0.000	Valid
	I have an increase in blood pressure when I finish work	0.446	0.000	Valid
	I often get headaches when I get a job	0.542	0.000	Valid
	I get angry easily with difficult work	0.537	0.000	Valid
	I feel anxious if the work results do not satisfy my boss	0.598	0.000	Valid
	I get bored quickly at work	0.553	0.000	Valid
	I feel I have decreased work productivity	0.617	0.000	Valid
	I often leave work (absent)	0.526	0.000	Valid
Performance	I often protest against the work that is charged	0.718	0.000	Valid
	I can finish work on time	0.588	0.000	Valid
	I can carry out work carefully	0.595	0.000	Valid
	I have a pretty solid job	0.421	0.006	Valid
	I can complete the work according to the target	0.497	0.001	Valid
	I have knowledge in the field of work that is done	0.653	0.000	Valid
	I have experience in the field of work that is done	0.659	0.000	Valid
	I can create creativity to improve work results	0.406	0.008	Valid
	I have positive ideas that benefit the institution	0.523	0.000	Valid
	I can establish cohesiveness with coworkers	0.661	0.000	Valid
	I am always actively helping my co-workers	0.432	0.005	Valid
	I need another work unit to complete the work	0.434	0.005	Valid
	I get support from the leadership at work	0.623	0.000	Valid

Variable	Statement	rcount	Sig	Description
	I always try new work patterns to speed things up	0.424	0.006	Valid
	I actively provide improvement suggestions for institutions	0.450	0.003	Valid
	I have an honest attitude at work	0.615	0.000	Valid
	I always look my best	0.551	0.000	Valid

Source: Primary data processed, 2021

Reliability Test

Reliability testing using Cronbach's Alpha formula. An instrument can be declared reliable if the Cronbach Alpha Coefficient > 0.6(Ghozali, 2011). The results of the reliability test of questions about reared variables, work motivation and personnel performance can be seen in Table 4 below.

Table 4. Reliability Test

Variable	Alpha Coefficient	Critical Value	Remark
Work Discipline (X1)	0.846	0.6	Reliable
Work motivation (X2)	0.805	0.6	Reliable
Work stress (Z)	0.867	0.6	Reliable
Personnel performance (Y)	0.833	0.6	Reliable

Source: Primary data processed, 2021

Based on the results of the reliability test as summarized in Table 4.6 above, it can be seen that the Cronbach Alpha coefficient value for each variable is 0.6. Based on the opinion expressed by Ghozali (2011), all the questions in the research variables are reliable.

Hypothesis Test Results

The hypothesis test used in this study is path analysis consisting of multiple linear regression analysis of model 1 and model 2.

Results of Multiple Linear Regression Analysis the Effect of Work Discipline (X1) and Work Motivation (X2) on Work Stress (Z).

Multiple linear regression analysis was used to analyze the effect of work discipline and work motivation on work stress. The results of multiple linear regression analysis can be seen in the following table

Table 5. Results of Multiple Linear Regression Analysis Model 1

Variable	B	t	Sig
Work Discipline (X1)	-0.473	-3,216	0.003
Work motivation (X2)	-0.763	-3,497	0.001
R = 0.742; R ² = 0.550; F = 23,263 (sig = 0.000)			

Source: Primary data processed, 2021

The t-test was used to determine the effect of work discipline and work motivation on work stress. The t-test was carried out by comparing the p-value with (5%). The significance level for the work discipline variable (X1) is 0.003 ($p < 0.05$) and t count is -

3.216 (negative) so that there is a significant negative effect of work discipline on work stress. The significance level for the work motivation variable (X2) is 0.001 ($p < 0.05$) and t count is -3.497 (negative) so that there is a significant negative effect of work motivation on work stress.

Results of Linear Regression Analysis Results of the Effect of Work Discipline (X1), Work Motivation (X2) and Work Stress (Z) on Performance (Y)

The results of the multiple linear regression analysis model 2 can be seen in the following table

Table 6. Results of Multiple Linear Regression Analysis Model 2

Variable	B	t	Sig
Work Discipline (X1)	0.210	2,709	0.010
Work motivation (X2)	0.284	2,420	0.021
Work stress (Z)	-0.222	-2,923	0.006
R = 0.845; R ² = 0.714; F = 30,840(sig = 0.000)			

Source: Primary data processed, 2021

The t-test was used to determine the effect of work discipline, work motivation and performance mediated by work stress on the personnel of the Education Squadron 105 Adisucipto Air Force Base. The t-test was carried out by comparing the p-value with (5%). The significance level for the work discipline variable (X1) is 0.010 ($p < 0.05$) and the t count is 2.709 (positive) so that there is a significant positive effect of work discipline on the performance of Education Squadron 105 personnel. The significance level for the work motivation variable (X2) is 0.021 ($p < 0.05$) and t count of 2,420 (positive) so that there is a significant positive effect of work motivation on the performance of 105th Education Squadron personnel. The level of significance for the work stress variable (Z) is 0.006 ($p < 0.05$) and t count by -2,

Path Analysis Results

The magnitude of the direct effect (Direct Effect or DE) between the independent variables on the dependent variable is as follows.

The influence of discipline variables and work motivation on work stress

$X1 \rightarrow Z = -0.473$

$X2 \rightarrow Z = -0.763$

$R^2 = 0.550$ so $e1 = (1 - 0.550) = 0.671$

The influence of discipline variables, work motivation and work stress on personnel performance

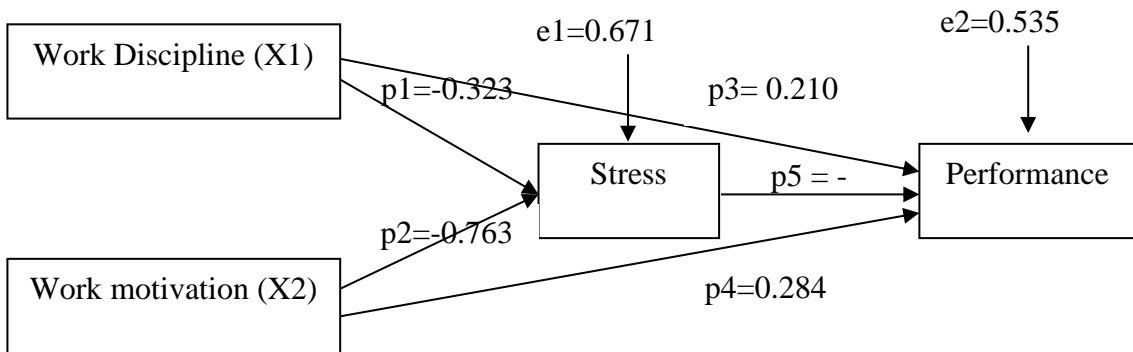
$X1 \rightarrow Y = 0.210$

$X2 \rightarrow Y = 0.284$

$Z \rightarrow Y = -0.222$

$R^2 = 0.714$ so $e2 = 1 - 0.714 = 0.535$

Figure 1. Path Analysis Results



Source: Primary Data Processed, 2021

Indirect Effect (IE) between the independent variables on the dependent variable through the mediating variable.

The effect of work discipline on personnel performance through work stress

$$X1 \rightarrow Z \rightarrow Y = (-0.473 \times -0.222) = 0.105$$

The effect of work motivation on personnel performance through work stress

$$X2 \rightarrow Z \rightarrow Y = (-0.763 \times -0.222) = 0.169$$

The summary of the calculation of the direct and indirect effects of the influence of discipline (X1) and motivation (X2) on personal performance (Y) through work stress (Z) can be seen in the following table.

Table 7. Direct and Indirect Influence

Variable Effect	Direct	Indirect	Total
Discipline (X1)→ Stress (Z)	-0.473	0	-0.473
Motivation (X2)→ Stress (Z)	-0.763	0	-0.763
Discipline (X1)→Performance (Y)	0.210	0.105	0.315
Motivation (X2)→Performance (Y)	0.284	0.169	0.453
Stress (Z) →Performance (Y)	-0.222	0	-0.222

Source: Primary Data Processed, 2021

The direct effect of work discipline on personnel performance is 0.210 while the indirect effect of work discipline on personnel performance through work stress is 0.105. Based on the Sobel test, the t-count value is 2.108 and the t-table value for $n = 41$ ($df=39$) is 2.023, so that t-count is greater than t-table, meaning that there is a significant indirect effect of work discipline on personnel performance through work stress. This proves that there is an effect of work discipline on personnel performance which is mediated by work stress.

The direct effect of work motivation on personnel performance is 0.284 while the indirect effect of work motivation on personnel performance through work stress is 0.169. Based on the Sobel test, the t-count value is 2.190 and the t-table value for $n = 41$ ($df=39$) is 2.023, so that t-count is greater than t-table, meaning that there is a significant indirect effect on work motivation on personnel performance through work stress. This proves that there is an effect of work motivation on personnel performance which is mediated by work stress.

DISCUSSION

The influence of work discipline on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base

The results of this study indicate a positive and significant effect of work discipline on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. If the work discipline is getting better, the performance of the personnel will also be getting better, and vice versa if the work discipline is getting worse, the performance of the personnel will also decrease.

Discipline is a person's awareness and willingness to obey all organizational rules and applicable social norms. The better the discipline of personnel in a company, the higher the work performance that can be achieved, on the contrary without good personnel discipline, it is difficult for a company to achieve optimal results. Work discipline is basically always expected to characterize every human resource in the organization, because with discipline the organization will run well and can achieve its goals well as well. Every personnel must have work discipline within the organization or company.

The effect of work motivation on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base

The results of this study indicate a positive and significant effect of work motivation on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. If the work motivation is getting better, the performance of the personnel will also be getting better, and vice versa if the work motivation is getting worse, the performance of the personnel will also decrease. Performance is the result of the interaction between motivation and ability. Therefore, by providing work motivation to personnel, it means giving personnel encouragement to mobilize their abilities, expertise and skills in carrying out their duties and obligations. Or in other words it will improve the performance of the personnel. This high motivation encourages employees to always improve the quality and quantity of their work, in other words, their performance will always increase. Employees whose needs are met such as salary, welfare, work environment and others will of course feel happy at work.

The effect of work stress on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base

The results of this study indicate a negative and significant effect of work stress on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. If the work stress is higher, the performance of the personnel will decrease, and vice versa if the work stress is lower, the performance of the personnel will increase. Work-related stress can lead to job-related dissatisfaction and indeed that is the simplest and most obvious psychological effect of that stress. For many people a low to moderate quantity of stress allows them to do their jobs better, because it enables them to increase their work intensity, alertness, and ability to react. But high levels of stress, or even prolonged moderate levels.

The effect of work discipline on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base

The results of this study indicate the effect of work discipline on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. If work discipline increases, work stress will decrease, followed by an increase in personnel performance, and vice versa if work discipline decreases, work stress will be high, followed by a decrease in personnel performance.

The effect of work motivation on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base

The results of this study indicate the effect of work motivation on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. If work motivation increases, work stress will decrease, followed by an increase in personnel performance, and vice versa if work motivation decreases, work stress will be high, followed by a decrease in personnel performance. Work stress is a feeling of pressure experienced by personnel in dealing with their work. Work stress can occur due to type of work, salary scale, job security, poor communication, excessive workload, lack of motivation, lack of management support and poor performance evaluation and appraisal system.(Pandey, 2020) .

CONCLUSION

- 1) There is an influence of work discipline on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base.(Hypothesis accepted)
- 2) There is an effect of work motivation on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. (Hypothesis accepted)
- 3) There is an effect of work stress on the performance of Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. (Hypothesis accepted)
- 4) There is an influence of work discipline on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. (Hypothesis accepted)
- 5) There is an influence of work motivation on performance mediated by work stress on Indonesian Air Force personnel at the Education Squadron 105 Adisucipto Air Force Base. (Hypothesis accepted)

From the conclusions above, this research has the following implications:

So that the level of performance of the Indonesian Air Force personnel in the Education Squadron 105 Adisucipto Air Force Base remains high, so that work discipline variables and work motivation variables mediated by work stress variables need to be considered, the indicators contained in work discipline and work motivation mediated by work stress must be understood and carried out with a full sense of responsibility by all Indonesian Air Force personnel at the 105th Education Squadron Adisucipto Air Force Base, so that all regulations and policies made by the Leaders of the 105th Education Squadron can function properly, without discriminating between officers, non-commissioned officers and enlisted personnel.

LIMITATION

The researcher is aware of the limitations in writing this manuscript, and so as not to make it difficult to understand this paper, the author limits the discussion which includes work discipline, work motivation that has an influence on performance mediated by work stress on the personnel of the Education Squadron 105 Adisucipto Air Force Base, and to obtain data. Validity data by distributing questionnaires to all personnel of the Education Squadron 105 Adisucipto Air Force Base

ACKNOWLEDGMENT

The writing of this article was supported by all staff of the Education Squadron 105 Adisucipto Air Force Base and was guided and directed by Prof. Dr. Arief Subyantoro, MS and Dr. Yuni Siswanti, SE,. M.Si. as a supervising lecturer. Calculations in research

that include work discipline variables, work motivation variable, work stress variable and performance variable using a computer in the SPSS model 19.0.

DECLARATION OF CONFLICTING INTERESTS

The authors assert that no conflict of interest exists.

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