

## Do Work Ethics, Work Stress and Workload Affect on Job Satisfaction?

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### ABSTRACT

This research aims to determine the influence of work ethics, work stress and workload on employee job satisfaction at PT. Nusantara Beta Farma Padang Pariaman. This type of research is associative research, namely research that asks about the relationship between two or more variables. It was found that the work ethics variable had a positive and significant effect on employee job satisfaction. Job stress has a negative and significant effect on employee job satisfaction. Workload has a negative and significant effect on employee job satisfaction. Work ethics, work stress and workload simultaneously have a significant effect on employee job satisfaction. the contribution of work ethics, work stress and workload influence job satisfaction at PT. Nusantara Beta Farma Padang Pariaman is 38.5% while the rest is influenced by other variables.

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### INTRODUCTION

Source Human resource is a very important factor and cannot be separated from an organization, whether it is an agency or a company. Human resources are one of the keys to the growth of a business. Employees as company assets are of course very important for the company, therefore company managers are very concerned about potential problems that may arise for employees in carrying out the tasks assigned by the company. Companies that treat their employees fairly will ensure that they are satisfied and have a strong relationship with their work. Everyone who works hopes to get satisfaction from their place of work.

Men According to Robbins (in Wibowo, 2017: 415) job satisfaction is a general attitude towards a person's work, which shows the difference between the amount of appreciation workers receive and the amount they believe they should receive. According to Suwatno and Priansa in (Nurhasanah et al, 2022:248) job satisfaction is the way an individual feels about their work which results from the individual's attitude towards various aspects contained in the job..

There are many factors that influence employee job satisfaction, one of which is work ethics. According to Ernawan (2017), ethics is a branch of philosophy, the aim of which is to study behavior, both moral and immoral, with the aim of making reasonable considerations and ultimately arriving at adequate recommendations that can certainly be accepted by a certain group or individual. Rudito in Manda (2020:161) states, work ethics is a work spirit that is based on certain values or norms. According to Asifudin in Nurhasanah et al (2022:249) states that indicators of work ethics are responsibility, work discipline, diligent . Job demands in a company are one of the causes of stress in employees because the demands are so heavy. The work stress experienced by each employee can be different. According to Fahmi (2018) work stress is a condition that puts pressure on a person's self and soul beyond the limits of their capabilities, so that if it continues without a solution, this will have an impact on their health.

Meanwhile, according to Mangkunegara (2017), work stress is a feeling of pressure experienced by employees when facing work. Work stress is caused by an imbalance between an employee's personality characteristics and the characteristics of their work aspects and can occur in all work conditions (Iskamto, 2021, 2023; Iskanto et al., 2022).

PT. Nusantara Beta Farma is a pharmaceutical industry company that produces generic medicines located on Jalan Raya Padang-Bukittinggi Km 25, Pasar Usang, Kec. Batang Anai, Padang Pariaman Regency, West Sumatra. This production site has been in use since February 1995. Previously it was located in Padang, precisely on Jalan Sawahan in IV No. 20, still in the form of a home industry. The following is the salary amount based on education level at PT. Nusantara Beta Farma is described in table 1.1 as follows:

**Table 1. Monthly Salary Based on Education Level**

No	Remember Educatio	Salary Amount	Number of
1	BCA	Rp.2,000,000	58
2	Diploma	Rp.2,700,000	3
3	Bachelor	Rp.3,500,000	6
<b>Qtotall</b>		<b>Rp. 8,200,000</b>	<b>67</b>

*Source: PT. Nusantara Beta Farma*

Based on table 1. it can be seen that the salary at PT. Nusantara Beta Farma based on education level, salary with high school education level is IDR 2,000,000, DIII education level is IDR 2,700,000, S1 education level is IDR 3,500,000. When compared with the 2022 West Sumatra UMP of IDR. 2,512,000, of the dominant number of employees below the UMP is 86.57%. Salary is one of the factors of job satisfaction to improve employee performance, so it is necessary to think about periodic salary increases for employees. The impact of employee satisfaction can also be seen from the company's production achievements.

Indirectly RenThe level of employee job satisfaction can be seen from the achievement of product production targets that have been estimated by the company which have not been achieved. The company set a target of 2,116,716 products, while the total realization only reached 1,900,392 products. Company employees are required to carry out work ethics in relation to responsibility and work discipline, but this has not been carried out adequately as it should be reflected in their work discipline. It can be seen from the 67 employees that the highest number of sick employees occurred in 2019 as many as 78 people, the most number of employees who took leave in 2021 was 70 people, the most employees who took leave in 2021 were 66 people, the employees who arrived late The most cases will occur in 2022, as many as 201 people, and the employees without information will most often occur in 2022 as many as 150 people. The importance of work discipline in an organization is to form work ethics, to create a professional atmosphere, mutual respect and improve communication which helps the company function as a productive place, as in the table below:

**Table 2. PT. Employee Attendance Level. Nusantara Beta Farma 2018 – 2022**

Year	Absence				
	Sick	Permission	Paid leave	Late	Without explanation
<b>2018</b>	52	45	57	185	70
<b>2019</b>	78	38	32	180	132
<b>2020</b>	47	59	46	170	142
<b>2021</b>	65	70	66	192	133
<b>2022</b>	72	63	51	201	150
<b>Total</b>	<b>314</b>	<b>275</b>	<b>275</b>	<b>928</b>	<b>627</b>

*Source: PT. Nusantara Beta Farma*

The work experienced by employees to achieve targets, and the workload they feel influence their job satisfaction. Many previous studies have looked at factors that influence job satisfaction, Nofitasari (2019). Beban work and motivasi influences performance through PT employee job satisfaction. Bandung city diagnostic pharma chemistry. D jastuti (2018), Stres Work berinfluenenegative and significant to satisfaction Work. Lingkunganwork has a positive effect and significant to job satisfaction. Indriati (2021) Tercan positive and significant influence on work ethics PT employee job satisfaction. Sanbe Farma, AndThere is an influencenegative and the significance of work stress on employee job satisfaction. Based onthat matterThe objectives of this research are to find the influence of work ethics, work stress and workload on employee job satisfaction at PT. Nusantara Beta Farma Padang Pariaman Regency

## LITERATURE REVIEW

### Job satisfaction

MenAccording to Robbins (in Wibowo, 2017: 415) job satisfaction is a general attitude towards a person's work, which shows the difference between the amount of appreciation workers receive and the amount they believe they should receive. According to Suwatno and Priansa in (Nurhasanah et al, 2022:248) job satisfaction is the way an individual feels about their work which results from the individual's attitude towards various aspects contained in the job. MenAccording to Sinambela (2018:309), there are several factors that influence job satisfaction, including psychological factors, which are factors related to employee psychology, which include feelings of stress towards work, peace of mind at work, attitudes towards work, talents and work skills. Social factors are factors related to social interaction between all employees, between employees and superiors, as well as employees with different types of work, cohesive co-workers and good conflict management.

Indiindicators developed by Robbins and Judge (2017) yang meliputi include: 1. Job satisfaction, this satisfaction is achieved when an employee's work matches their interests and abilities the employee himself. 2. Satisfaction with rewards, where employees feel that the salary or wages they receive are in accordance with their workload and are balanced with other employees who work in the organization. 3. Satisfaction with supervision/superior, employees feel they have a superior who is able to provide technical assistance and motivation. 4. Satisfaction with co-workers, employees feel satisfied with their co-workers who are able to provide technical assistance and encouragementsocial 5. Persimpromotion opportunities, opportunities to increase position in the organizational structure

### Work Ethic

MenurAccording to Ernawan (2017), ethics is a branch of philosophy, the aim of which is to study behavior, both moral and immoral, with the aim of making reasonable considerations and ultimately arriving at adequate recommendations that can certainly be accepted by a certain group or individual. Rudito in Manda (2020:161) states that work ethics is a work spirit that is based on certain values or norms.

AsifUdin in Nurhasanah et al (2022:249) states that the indicators of work ethics are as follows: 1) Responsible Every job requires responsibility, attention and care, responsibility means having all obligations and work loads in accordance with existing boundaries within the company .. 2) Work discipline. A disciplined attitude has been instilled in us since we were born into the world. A disciplined attitude at work, apart from making work more organized, also brings good ethical values to the organizational environment when working. 3) Perseverance: A person who has a work ethic always has a work attitude that is full of enthusiasm, totality, pushes himself to act and achieve optimal performance, and has a strong belief in doing his work sincerely and sincerely. When work ethics are carried out wholeheartedly, legal violations in the workplace become zero.

### Work stress

MenAccording to Fahmi (2018), work stress is a condition that puts pressure on a person's self and soul beyond the limits of their abilities, so that if they continue to be left without a solution, this will have an impact on their health. Meanwhile, according to Mangkunegara (2017), work stress is a feeling of pressure experienced by employees when facing work. Work stress is caused by an imbalance between an employee's personality characteristics and the characteristics of their work aspects and can occur in all work conditions.

IndiWork stress categories according to Tjokro and Asthenu (2017) are: 1) Workload Workload is a situation where workers are faced with tasks that must be completed at a certain time. 2) Demands/pressure from superiors. Demands/pressure from above are several job demands that must be completed in a short time and simultaneously. In job demands there are aspects of time and work speed aspects. 3) Tension and mistakes Tension and mistakes can occur in companies. Stress is usually defined as pressure or tension so that tension in a company can lead to mistakes when doing work. 4) Decreased level of interpersonal relationships. Interpersonal communication is face-to-face interaction between two or more people. , where the sender can convey messages directly and the recipient of the message can receive and respond directly too

### **Workload**

MenAccording to the Menpan in Ririn and Merta (2020), workload is a group or number of activities that must be completed by an organizational unit or position holder within a certain period of time. Meanwhile, according to Astianto & Suprihhadi in Nurhasanah et al (2022) workload is a difference between the capacity or ability of workers and the job demands that must be faced considering that human work is mental and physical, so each has a different level of burden.

According to Putra and Achmad in Nurhasah et al (2022), workload indicators include: 1) Targets that must be achieved. Individual views regarding the size of the work targets given to complete their work and regarding the work results that must be completed within a certain time period. 2) Working conditions This includes how individuals view their working conditions, as well as dealing with unexpected events such as having to work outside working hours to visit customers and complete other work. 3) Job standards The impression that an individual has regarding his or her work, for example the feelings that arise regarding the workload that must be completed within a certain time period.

### **InfluenceEtWork Impact on Job Satisfaction**

Ethicswork determines the human judgt that is manifested in a job. Work ethics are attitudes, views, habits, characteristics or characteristics regarding the way of working that a person, a group or a nation has. A high work ethic certainly will not make you bored, and can even improve your work performance or performance (Ernawan, 2016). This can explain that work ethics greatly influences work satisfaction

### **InfluenceStres Work on Job Satisfaction**

According to Mangkunegara (2017), work stress is a feeling of pressure experienced by employees when facing work. Meanwhile, according to Rivai in Siti (2020), work stress is caused by an imbalance between an employee's personality characteristics and the characteristics of their work aspects and can occur in all work conditions.

The results of this research are in line with research conducted by Yuananda and Indriati (2021) with the title "The influence of work ethics and work stress on employee job satisfaction at PT. Sanbe Farma" shows results where work stress influences employee job satisfaction

### **InfluenceBabyWork on Job Satisfaction**

Beban work is a group or number of activities that must be completed by an organizational unit or office holder within a certain period of time (pan in Ririn and Merta, 2020). This research is in line

with research conducted by Wachid Hasyim (2020) with the title "The influence of workload and compensation on employee job satisfaction at PT. Kalbe Farma" shows results where workload influences employee job satisfaction.

### The Influence of Ethics, Stress and Workload on Job Satisfaction

According to Sinambela (2018), there are several factors that influence job satisfaction, psychological factors, which are factors related to employee psychology, which include feelings of stress towards work, peace of mind at work, attitudes towards work, talents and work skills. Physical factors are factors related to the physical condition of employees, such as employee health conditions, working time arrangements, type of work, amount of work, breaks, work equipment. Difficulty and ease and pride in a task can increase or decrease satisfaction. Yuananda and Indriati (2021), There is an influence of work ethics on job satisfaction and there is an influence of work stress on employee job satisfaction, while Hasyim, (2020), There is an influence of workload on job satisfaction

Based on the description above, the researcher created a conceptual framework, namely the independent variables: Work Ethics (X1), Job Stress (X2), and Work Load (X3) and the dependent variable: Job Satisfaction (Y). For more details, see the following image:

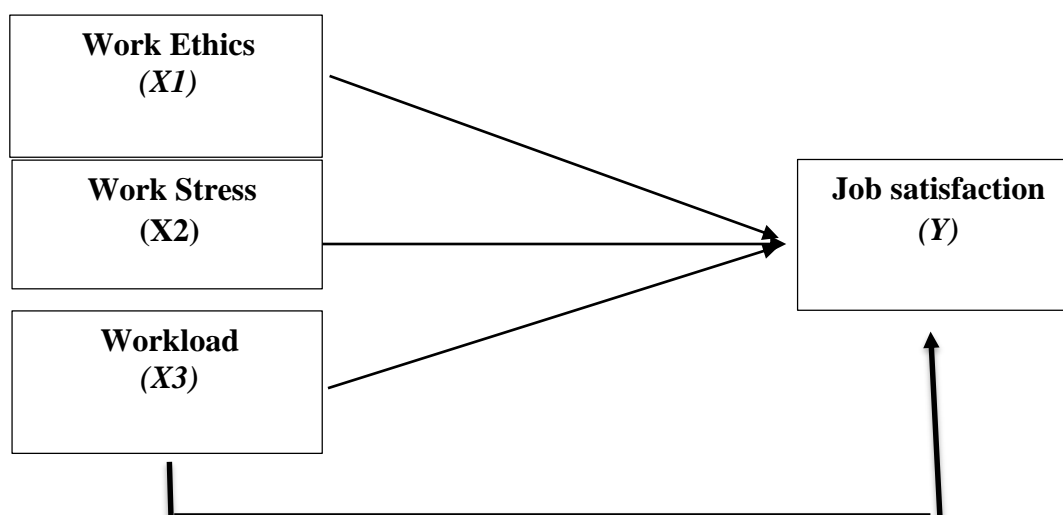


Figure 1: Conceptual Framework

\* Work ethics (X1), work stress (X2) and workload (X3) have a partial and simultaneous (together) effect on employee job satisfaction (Y) PT. Nusantara Beta Farma Padang Pariaman Regency.

### METHOD

Based on the study of the problem and research objectives, the method that researchers believe is reliable is a quantitative method using the Regression equation, namely the causality of the influence dimensions (X1), (X2), and (X3) on (Y). According to Hardani, et al (2020:254) quantitative research is research that focuses on measuring and analyzing cause-and-effect relationships between various variables. According to Sugiyono (2018:80), population is a generalized area consisting of objects or subjects that have certain quantities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study were all employees of PT. Nusantara Beta Farma Padang Pariaman, totaling 67 people. population is less than 100 people, so the researcher used saturated sampling in determining the sample. According to Sugiyono (2018: 124) saturated

sampling/total sampling is a sample determination technique when all members of the population are used as samples. So in this study the researcher took all production employees as a sample with a total of 67 people

## RESULTS AND DISCUSSION

### Validity test And Reliability Test

The validity test is used to measure the validity or validity of a questionnaire, the validity test is carried out by comparing the value of r count with r arithmetic table at a significant level of 5% for 2-sided test, if r count r table then the measuring instrument used is declared valid or vice versa, if r count r table then the measuring instrument used is not valid. In this study, the critical correlation table for the value of r is r (N-2) where N is the number of respondents with a significance level of 5%.

**Table 3. Validity Test**

<b>Item</b>	<i>Person Correlation</i>	<i>Person Correlation</i>	<i>Person Correlation</i>	<i>Person Correlation</i>
<b>Pertrue</b>	<i>Work Ethics</i>	<i>Job Stress</i>	<i>Workload</i>	<i>Job satisfaction</i>
1.	0.560	0.409	0.534	0.484
2.	0.502	0.446	0.723	0.491
3.	0.668	0.522	0.414	0.437
4.	0.649	0.401	0.559	0.451
5.	0.561	0.413	0.607	0.429
6.	0.534	0.505	0.413	0.465
7.		0.447		0.468
8.		0.541		0.407
9.				0.511
10.				0.551

*Source: Attachment to Data Processing Results, 2023*

Table 3 Show Validity testing results for variables can be foundsee that all the variable statement items for Work Ethics, Work Stress, Work Load and Employee Job Satisfaction were found to have a value of correlated item total correlation > 0.361.

The reliability test uses Cronbach's Apha, where the r table value is (0.60) which means that all the instrument items are reliable. The following are the results of testing the reliability of each research variable:

**Table 4: Reliability Test**

<b>No</b>	<b>Vvariable</b>	<b>Cronbach's Apha</b>	<b>Information</b>
1	Work Ethics (X1)	0.807	Reliable
2	Job Stress (X2)	0.754	Reliable
3	Workload (X3)	0.787	Reliable
4	Job Satisfaction (Y)	0.792	Reliable

*Source; SPSS Data Processing, 2023*

Based on the table 4 above, it can be concluded that all question items are reliable. All variables are reliable because the Cornbach's Alpha results are greater than 0.6 (for n=30 r table=0.60

The results of the description expressed are based on the average value and TCR (Total Achievement of Respondents' answers. In terms of job satisfaction, the highest score is the statement of the two indicators of Satisfaction with supervision/superiors, employees feel they have a superior who is able

to provide technical assistance and motivation (Supervisors do not provide appreciation for employee success in completing work tasks) with an average score of 4.34 and a TCR of 86.87. Meanwhile, the one with the lowest score is the statement of the two indicators of job satisfaction (I feel satisfied with the work I am currently doing) with an average score 3.60 and TCR 71.94 (Good).

The Work Ethics that has the highest score is the statement of the two responsible indicators (I complete the work within the specified time) with an average score of 4.31 and a TCR of 86.27 (very good). Meanwhile, the one with the lowest score is the first statement of the diligent indicator (I work diligently in carrying out my work) with an average score of 3.27 and a TCR of 65.37 (Good).

On Job Stress yThe one with the highest score is the statement of the two indicators of decreasing levels of interpersonal relationships (Lack of trust and support from superiors or colleagues when carrying out tasks) with an average score of 4.58 and a TCR of 91.64. Meanwhile, those with a low score were the first statement of the work responsibility indicator (I do a lot of work every day which must be completed immediately) with an average score of 3.43 and a TCR of 68.66 (Good).

The Workload that has the highest score is the sixth statement (I do a lot of work every day that must be completed immediately) with an average score of 4.49 and a TCR of 89.85. Meanwhile, the one with the lowest score is the first statement (The target I have to achieve at work is too high) with an average score of 3.24 and a TCR of 64.78.

#### **Classic assumption test**

The results of the Normality test for each research variable showed that the data was normally distributed using the Kolmogorov-Smirnov test for each variable. The asymp.sig (2-tailed) value for the employee job satisfaction variable (Y) is 0.161, the work ethics variable (X2) is 0.147, the work stress variable is 0.215, and the workload variable is 0.390. Of all the research variables, the value is greater than the significance level used in this research, namely (Alpha =0.05). Therefore, It can be concluded that all research variables are normally distributed, thus multiple linear regression analysis can be carried out because the data has a normal distribution

**Multicollinearity Test**, the variables work ethics, work stress and workload are more than 0.1 and the VIF value of each variable is less than 10. This shows that there is no significant relationship between the independent variables. Therefore, it can be concluded that the data from this study did not experience cases of multicollinearity so that data processing using multiple linear regression could be carried out because there were no cases of multicollinearity between the independent variables.

#### **Autocorrelation Test**

Based on the results of the test analysis, the Durbin-Waston value of 1.927 is between -2 and +2, so the test results show that the regression model does not have autocorrelation.

#### **heteroscedasticity,**

Heterodrasticity because the data is spread above the 0 axis and below the 0 axis and the data distribution does not form a pattern. It can be concluded that in the multiple linear regression model there are no cases of heteroscedasticity, so the research can continue

#### **Multiple Linear Regression Analysis**

Multiple linear regression analysis is used to see the influence of the independent variable on the dependent variable. The independent variables used in this research are work ethics, work stress and workload, while the dependent variable in this research is job satisfaction of PT employees. Nusantara Beta Farma Padang Pariaman. The form of multiple linear equations used in this research is as follows:

**Table 5. Results of Multiple Linear Regression Analysis**

model	B	Q	Sig
(Constant)	46,472	8,589	0,000
Ethics Work (X1)	0.559	3,427	0.001
work tres (X2)	-0.336	-3,004	0.004
Work Load (X3)	-0.307	-2,568	0.013

*Source: Attachment to Data Processing Results, 2023*

Table 5 Show  $Y = 46.472 + 0.559X1 + (-0.336)$  From the equation above, several things can be interpreted as follows: a. The regression coefficient value of the constant job satisfaction variable is 46,472 this means if there is no work ethic, work stress and workload ( $X1=X2=X3=0$ ) then the value of job satisfaction is the same as a constant value of 46.472. b. The regression coefficient value of the work ethics variable is 0.559, which means that if work ethics increases by 1 unit, job satisfaction will increase by 0.559 units. On the other hand, if it decreases by 1 unit, job satisfaction will also decrease by 0.559 units. c. The regression coefficient value of the work stress variable is -0.336, which means that if work stress increases by 1 unit, job satisfaction will increase by -0.336 units. On the other hand, if it decreases by 1 unit, job satisfaction will also decrease by -0.336 units. d. The regression coefficient value of the workload variable is -0.307, which means that if workload increases by 1 unit, job satisfaction will increase by -0.307 units. Conversely, if it decreases by 1 unit, job satisfaction will also decrease by -0.307 units.

### Determinant test

The work ethics variable has a t value of 3.427 and a value of ( $\text{sig}=0.001<0.05$ ), with the formula  $df= nk$  where n = number of respondents and k = number of independent and dependent variables so that  $df = 67 - 4 = 63$ , the t table is 1.669. . From the results above it can be seen that  $t_{\text{count}} > t_{\text{table}}$  or  $3.427 > 1.669$  means  $H1$  is accepted and  $H0$  is rejected. So it can be concluded that the work ethics variable has a positive and significant effect on employee job satisfaction at PT. Nusantara Beta Farma Padang Pariaman.

### Job Stress Variable

The work stress variable has a value of  $t_{\text{count}}-3.004$  and a value of ( $\text{sig} = 0.004<0.05$ ), with the formula  $df= nk$  where n = number of respondents and k = number of independent and dependent variables so that  $df = 67 - 4 = 63$ , so a  $t_{\text{table}}$  of 1,669. From the results above it can be seen that  $t_{\text{count}}> t_{\text{table}}$  or  $-3.004>1.669$  means  $H2$  is accepted and  $H0$  is rejected. So it can be concluded that

variablel work stress has a negative and significant effect on employee job satisfaction at PT. Nusantara Beta Farma Padang Pariaman.

### Workload Variables

The work ethics variable has a value of  $t_{\text{count}}-2.568$  and a value of ( $\text{sig} = 0.013<0.05$ ), with the formula  $df= nk$  where n = number of respondents and k = number of independent and dependent variables so that  $df = 67 - 4 = 63$ , we get a  $t_{\text{table}}$  of 1,669. From the results above it can be seen that  $t_{\text{count}}> t_{\text{table}}$  or  $-2.568> 1.669$  means that  $H3$  is accepted and  $H0$  is rejected. So it can be concluded that the workload variable has a negative and significant effect on employee job satisfaction at PT. Nusantara Beta Farma Padang Pariaman.



### Simultaneous Test

coefficient of determination is between zero and one. R value<sup>2</sup>yanA small g means that the capabilities of the dependent variables are very limited. A value close to one means that the independent variables provide almost all the information needed to predict variations in the dependent variable (Ghozali, 2018).

**Table 6. Simultaneous Test Results (F Test) and R2**

model	F	R2	Sig
Regression	13,168	0.385	0,000

*Source: Attachment to Data Processing Results, 2023*

From Table 6 Show the calculation results above, it can be seen that the value of  $F_{count} > F_{table}$  with respective values of  $13.168 > 2.75$  and significance = 0.000 is smaller than 0.05. It can be said that work ethics, work stress and workload simultaneously have a significant effect on employee job satisfaction at PT. Nusantara Beta Farma Padang Pariaman.

R Square of 0.385 can be explained that the proportion of influence of work ethic characteristics, work stress and workload is 38.5%, while the remaining 61.5% is influenced by other factors originating from outside the variables used in this research

### DISCUSSION.

#### The Influence of Work Ethics on Job Satisfaction

The results of partial data analysis for the work ethics variable obtained a value of  $t_{count} 3.427 > t_{table} 1.669$  using a significant limit of 0.05 so that the significant value was  $0.001 < 0.05$ , meaning that work ethics had a positive and significant effect on employee job satisfaction. When work ethics increases, employee job satisfaction also increases. These results are in line with previous research conducted by Rifki Yuananda, Inayat Indriati (2021) regarding the influence of work ethics and work stress on job satisfaction of PT employees. Sanbe Farma research results show  $t_{count} 4.872 > t_{table} 2.001$  where the significant value is  $0.00 < 0.05$ . This means that work ethics partially has a significant positive influence on job satisfaction.

#### The Effect of Job Stress on Job Satisfaction

Based on partial statistical analysis, the work stress variable obtained a value of  $t_{count} -3.004 > t_{table} 1.669$  using a significant limit of 0.05 so that the significant value was  $0.004 < 0.05$ , meaning that work stress had a negative and significant effect on employee job satisfaction. When employees experience stress, their job satisfaction will decrease.

These results are in line with previous research conducted by Cahyo Seto, Indi Djastuti (2018) with the title the influence of work stress and the work environment on employee job satisfaction (Study on PT. Dankos Farma employees) with the research results showing that work stress has a negative and significant effect on PT employee job satisfaction. Dankos Farma.

#### The Effect of Workload on Job Satisfaction

HaThe results of the data analysis show that partially the workload variable obtained a value of  $t_{count} -2.568 > t_{table} 1.669$  using a significant limit of 0.05 so that the significant value was  $0.013 < 0.05$ , meaning that workload had a negative and significant effect on employee job satisfaction.

These results are in line with previous research conducted by Wahid Hasyim (2020) regarding the influence of workload and compensation on job satisfaction of PT employees. Kalbe Farma with research results that the work load regression coefficient value is  $b_1 = -0.292$  with a significant value

of  $0.002 < 0.05$  so it is significant or the hypothesis is accepted. This shows that workload has a negative effect on job satisfaction of PT employees. Kalbe Farma

### **The Influence of Ethics, Stress and Workload on Job Satisfaction**

Based on the research results, it was found that simultaneously  $F_{count}$  was  $13.168 > F_{table}$  75, using a significant limit of 0.05 so that the significant value was  $0.000 < 0.05$ , meaning that  $H_4$  was accepted and  $H_0$  was rejected, so it could be concluded that work ethics, work stress and workload simultaneously has a significant effect on employee job satisfaction.

These results are in line with previous research conducted by Rifki Yuananda, Inayat Indriati (2021) with the title The influence of work ethics and work stress on job satisfaction of PT employees. Sanbe Farma with the result  $F_{count}$   $22.522 > f_{table}$  2.75 with sig  $0.00 < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted, meaning that work ethic and work stress have a significant effect on the job satisfaction of PT employees. Sanbe Farma. Hasyim (2020) regarding the influence of workload and compensation on employee job satisfaction at PT. Kalbe Farma which shows the results of workload and compensation simultaneously influencing the job satisfaction of PT employees. Kalbe Farma. Where the significance value is  $0.00 < 0.05$ , while the  $f_{count}$  value is 60.736 and  $f_{table}$  is 3.16, thus the result is  $F_{count} > F_{table}$  ( $60.736 > 3.16$ ).

### **CONCLUSION**

This research found that employees., Job stress has a negative and significant effect on employee job satisfaction. Workload has a negative and significant effect on employee job satisfaction. Together, work ethics, work stress and workload together or simultaneously have a significant effect on employee job satisfaction at PT Nusantara Beta Farma, Padang Pariaman Regency. The results of the research can be used as a reference for the leadership of PT Nusantara Beta Farma, Padang Pariaman Regency, including giving appreciation to employees' success in completing work tasks, trust and support from superiors or colleagues when carrying out their duties. And the targets I have to achieve at work are too high. The results of this research indicate that work ethics, work stress and workload influence employee job satisfaction. Therefore, companies need to pay attention and continue to provide support for the implementation of work ethics, work stress and workload in the company. Furthermore, you can use other methods to research job satisfaction, for example through interviews with respondents so that the information obtained is more accurate and varied.

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