THE INFLUENCE OF ROLE STRESS ON PROFESSIONAL COMMITMENT EMPLOYEE IN RTAN CLASS II B RIVER FULL

THE EFFECT OF ROLE STRESS ON THE PROFESSIONAL COMMITMENT OF EMPLOYEES AT RTAN CLASS II B RIVERFULL

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<table>
<thead>
<tr>
<th>Keywords:</th>
<th>Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roles stress and professional commitment correctional</td>
<td>This study aims to examine the effect of the Role Stress variable on the Professional Commitment of Employees at Rutan Class II B Sungai Penuh. With the research population, namely the employees of Rutan Class II B Sungai Penuh, where the sampling uses a non-probability sampling technique, namely all populations are used as research samples that collect 68 respondents. The data analysis technique used is the data normality test, simple linear regression test, determination test and significance test (t test) where the hypothesis test uses t test and F test with a significance level of 5% (α = 0.05) and a probability of 95 %. The results of this study indicate that the role stress variable has a significant negative effect on variables that depend on professional commitment</td>
</tr>
</tbody>
</table>

INTRODUCTION

Man in fulfil need life daily is withWork. Profession And work is two matter Which different, the profession can be in say become something work will but No all work can in consider it as a profession, because the profession has the characteristics or characteristic special Which distinguish it with work. Wrong One profession Which discussed in study This is Apparatus Civil Country (ASN). In Law Number 5 of 2014 concerning the State Civil Apparatus is mentioned that ASN is a profession for civil servants and civil servants government with work

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agreements that are in government agencies. In Act And behave ASN Already arranged And set by government through legislation. In operate profession the, ASNNow own agreement Work with government And government give some rights and obligations in carrying out the profession as ASN.

In the correctional sector, correctional officers are employees civil servants (PNS) within the Ministry of Law and Human Rights of the Republic of Indonesia Which operate task And function in field Correctional. Officer Correctional do task tree And function Which has arranged in legislation in each Technical Implementation Unit (UPT) with the main duties and functions different also. On units executor technical Institution Correctional (Lapas)/LPKA, correctional officers provide guidance to residents building penitentiary, environment House Prisoner Country (detention center), officer penitentiary do maintenance prisoner And Hall Correctional tasked with conducting guidance to Correctional Clients as well House of Confiscated and Confiscated State Goods (Rupbasan) for correctional officers carry out maintenance and destruction of confiscated goods (basan) & goods loot (baran). For uphold tall ethics behave in environment Apparatus Civil Country penitentiary, employee penitentiary own a number of guidelines attitude, Act his behavior and actions in the association of everyday life so that a regulated attitude arises in the code ethics employee penitentiary For carry out every task principles and functions in the field of service, coaching and mentoring of WBP and the management of State Confiscated Objects and Confiscated Items regulated in Permenkumham No. M.HH-16.KP.05.02 of 2011 concerning Employee Code of Ethics Correctional. But in its implementation there are still many violations code of ethics that is carried out and continues to occur every year. It is too located in the Sungai Full Class II B Detention Center where in the following figure:

Picture 1.1.
Data of Class II B Detention Center Officers in Sungai Lilin who received punishments Discipline.

Source: Data Primary, Sub. section Management processed Writer, April 2022

Class II B Detention Center staff in Sungai Full in the last 3 (three) years routinely do violation discipline level currently consecutive per year 2019 amount 2 (two) person, 2020 amount 3 (three) person and year 2021 amount 2 (two) people, bringing the total in the last 3 (three) years totaling 7 (seven) employees. Adverse events at work and support social which no adequate can in a manner direct or no direct affect professional commitment and turnover intention (Chang et al., 2019). In the current conditions the violations committed are not in accordance with code ethics penitentiary. Based on Permenkumham RI Number M.HH-16.KP.05.02 YEAR 2011 Concerning Correctional Code of Ethics Article 5 letter b explains that "the ethics of correctional officers must implement task in a manner professional and responsible answer". Officer Correctional is part of the State Civil Apparatus (ASN), in ASN principles as well explain that Principle Apparatus Civil Country intended for increase professionalism, dedication, quality of public services, obedience and also the loyalty of the State Civil Apparatus to the unitary state and the Government The Republic of Indonesia is based on Pancasila and the 1945 Constitution loaded in Article 3 of Law Number 5 Year 2011 About Apparatus Civil Country.

According to analysis which done by writer there is a number of factor obstacles or obstacles that cause prison correctional officers Class II B River Full no operate his obligations professionally namely the condition of the work environment that does not support correctional officers to create a comfortable and beautiful atmosphere, positive work environment, mutual respect, organizational safety policies and workforce support which appropriately important to influence the professional commitment of nurses (Jasmine & Mubarak, 2021). In carrying out the profession, work comfort is an important thing that supports the work to be carried out properly.

Second, officer penitentiary detention center River Full feel role ambiguity in carrying out his work, according to (Zhang et al., 2019) the inventors of the basic
theory of "Role Theory" namely Role Stress are Kahn, Wolfe, Quinn, Snoek, & Rosenthal (1964) named “roles ambiguity” can occur because an individual does not understand correctly and is sure will a job what should be done so that the reaction does not arise fully understand the aims and objectives of the work. This matter writer find with No walk coaching independence (guidance Work) in the Sungai Full Class II B Detention Center since the end of 2021 due to the Head Sungai Full Class II B Detention Center (Eli Susanto) passed away. To date In 2022 no one has filled the vacant position as Head of Rutan Class II B River Full. Of course on basically, detention center do task care for the prisoners, however given the overcrowded conditions throughout Correctional Institutions/Detention Centers in Indonesia result in convicts being placed in detention centers vice versa.

Third, happen "role conflict" or role conflict when undergoing a profession happen as employee penitentiary in detention center Class II B River Full, where the prison staff did not understand what to do added with conditions of supporting resources such as work equipment, work facilities, and colleagues less competent work and can not be invited to work together. Results that the author found, the Acting Officer (Plt) of Rutan Class II B Detention Center Sungai Full Father Zuhir Hendri, mention No exists budget For do fostering independence (work guidance) in detention centers, because of the coaching budget only available in prisons. Work guidance coaching that runs in Class Detention Centers II B River Full implemented with an independent budget, resulting in production Work (Rack flower minimalist, sofa And place bir) Which Already done the previous one was no longer active due to orders which were getting quieter and quieter day by day.

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Room</th>
<th>No. Register</th>
<th>Criminal</th>
</tr>
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<tbody>
<tr>
<td>1.</td>
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<td>4.</td>
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<td>5.</td>
<td>N</td>
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<td>6. I</td>
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<td>7.</td>
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<td>8. I</td>
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<td>9.</td>
<td>L</td>
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</tbody>
</table>
From the picture above if it continues to happen for almost half a year now certainly have a negative impact on the Class II B Detention Center Sungai Full where the profession of a correctional ASN is expected to be able to behave professional And responsible answer Not yet fully run with Good. This happened not because of mere intention but one of the pressures work Which make unprofessionalism That happen, so that detention center This Not yet capable reach predicate WBK/WBBM as Wrong One program government in Permenpan RB Number 10 of 2019 concerning Changes to Regulation Minister utilization Apparatus Country And Reform Bureaucracy Number 52 Year 2014 concerning Guidelines for the Development of Integrity Zones (ZI) Going to Region Free From Corruption And Region Bureaucracy Clean And Serving in the Government Environment. Then Menkumham RI issued policy Permenkumham Number 29 of 2019 concerning Zone Development Integrity Going to Free from Corruption Areas (WBK) and Bureaucratic Regions Clean and Serve (WBBM) in the Ministry of Law and Human Rights so that the bureaucracy in the penitentiary is carried out properly

If this is allowed to continue, it will have a negative effect to the lack of public trust because of the image of the correctional institution the worse, the public will think that how an officer capable build prisoner with Good, temporary officer the No capable give service Which Good. Second, as vision penitentiary which is realized through the Directorate General of Corrections is “The restoration of the unity of life relations, life and livelihood of citizens correctional building as individual, member public And creatures God Almighty” will not be achieved, and the prison/remand center problem will not will never end starting from 1995 where the prison system was changed to system penitentiary "humanizing people". Convict No Again in view as person wicked, However somebody do change as expected
by society to be more better than before.

For minimize matter the happen, based on basic theory of Roles Stresses by Kahn, Wolfe, quinn, Snoek, & Rosenthal, 1964 in studies organizational stressors in 3 (three) dimensions Which will help explain how much big pressure stress Which happen consequence profession as Correctional officers, especially in the Class II B prison technical implementation unit SungaiFull for his loyalty to his work at the detention center all kinds of demands and opportunities in the organization. An individual certainly hascommitment in work, researchers take a professional commitment to be helps describe more specific and focused on the individual. How much tall level commitment professional Which held by employee detention center Class IIB River Full through Theory Lu, Chang & Wu (2007) Which adopt professional commitment of nurses in China in 3 (three) dimensions, if employees Detention Center is able to control and reduce the pressure of stress on the problems that occur, then the level of loyalty of the Rutan staff is high then the performance achieved even better.

Based on the facts above, the researcher wants to know whether employees detention center Class II B River Full experience stress in running his profession as a correctional officer. For that researchers will do study about "Influence Roles stress To Professional Commitment Class II B Detention Center Officers Sungaipuh” the research location will be focused on one of the Correctional Technical Implementation Units in the Jambi region, namely the Detention Center Class II B Full River.

METHOD STUDY

Types of research

Type study Which used is study quantitative with use type design study Pre experimental research design namely One-shot case Study Which where design study This said Not yet experiment Which indeed Because No exists variable control However there is a treatment group and the sample is not randomly selected. Where is X is treatments Which given (variable independent) to O (observation) as the dependent variable. So the researcher took 2 (two) variables, namely Roles stress as variable free (independent, X) Which can cause the occurrence of the dependent variable (dependent, Y) which is affected namely Professional
commitment.

**Population**

Population according to (Creswell & Creswell, 2018) is a group which consists from a number of individual with similarity characteristics so that population from study This is whole employee in detention center class II B Full River, totaling 68 people.

**Sample**

The sample is part of the total target population that is used as the sample object study Where ability For taking sample seen from if the population is less than 100, then the target is used as a sample is the total population. For that, the sample of this study is 68 which makes the entire population a research sample.

**Technique Collection Data**

The data collection technique used is to use research instrument in the form of a questionnaire that will be distributed to 68 respondents to provide information through statements contained in the questionnaire the. And studies References made as data supporting/secondary to corroborate or add to the information from the respondent.

**Technique Analysis Data**

Data analysis activities are an important part of a series of stages that must be done by a researcher to complete his research. Data analysis can be done if all the data in the field has been collected, data the taken from respondent with use instruments in study This that is form questionnaire (questionnaire). Then researcher interpret the results of the analysis based on initial predictions (hypotheses). or study earlier Which explain Why results Which obtained support or refute the hypothesis that was made earlier by the researcher (Creswell & Creswell, 2018). This research uses some data analysis Which helped use *software* IBM SPSS 26.0 who analyzes the data as follows:

a. Data Normality Test Analysis

For know is something data Which obtained is distributed normal or No normal is utility test normality. Condition nor base taking decision If mark \( lcount > ltable \) so Ho rejected, If mark \( lcount < ltable \) so Ho accepted use TableLiliefors (Murwani, 2001:20). Statistical hypothesis used:
1) Ho : sample normally distributed

2) H1: sample data is not normally distributed

Test normality in study This use Test Kolmogorov Smirnov. A data is said to be normally distributed if the value of Sig ≥ α (value significance/probability value greater than alpha) and said no distributed normal if mark Sig ≤ α (mark significance/value probability smaller than alpha) with a value of α = 0.05.

b. Simple Linear Regression Analysis

Analysis regression simple liner is used in research because meaning say simple Which meant is in analysis only involve two fruit variables that is variable Which affect (independent variable) And variable Which in affect (dependent variable) . Say linear Which meant is assumption Which used in connection between two variable Which in analysis show connection which is linear. The equation is as following :

$$Y = a + bX$$

Information :

Y : regression line or dependent variable (response)

a : constant (intercept), intersection with the vertical axis (Y)
b : regression constant (slope)

X : independent variable (predictor)

c. Determination Test

Test Coefficient determination in this study used via statistical test is used to see how big the level of influence independent variable (free) or (X) to the dependent variable (bound) or (Y) in something study. So in study this, aims to see how much influence the variable role stress (X) has on professional commitment variable (Y). R Square is used when the sum variable independent only 1 (One) variable. Following is formula the value of the coefficient of determination:
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\[ r^2 = n \frac{a \sum Y + b1 - \sum YX1 + b2 \sum YX2 - (\sum Y)^2}{\sum Y^2 - (\sum Y)^2} \]

From results calculation formula Which has listed on, so allows there are 3 (three) things that can explain the relationship the relationship between variable X and variables Y:

a) If the value of r (+), explains that every increase in variable X will be followed by an increase in the variable Y
b) On the contrary If r (-), show connection compared backwards, the more big increase variable X will followed the more big also decline variable Y, vice versa, the more big decline variable X will followed the more the magnitude of the increase experienced by the variable Y

c) And if the value of r (0), shows the relationship between the two variable X and Y There isn't any

d. Significance Test (t test)

The t-test (t-test) is one way to test a hypothesis. In study This including in study social so that using a confidence level of 95% (α = 5%). As for the test conditions This significance is as follows:

a. If Ho rejected And accept Ha, then the significance value is \( t < 0.05 \), matter the means between variable independent (X) with variable dependent (Y) own influence Which significant.

b. Temporary when Ho accepted whereas Ha is rejected, then the value significance that is \( t > 0.05 \), matter the means between variables independent (X) with variable dependent (Y) No own significant influence.

Time And Place Study

Study about influence roles stressed to professional employee commitment is located at the Sungai Full Class II B Detention Center which has the address at Jalan Sudirman No. 16, Dusun Baru, Kec. Bungkal River, Full River City, Jambi 37111. As for time stages implementation study related influence roles
stressed to professional commitment employee detention center Class II B River Fullis May to July in 2022.

RESULTS AND DISCUSSION

Classical Assumption
Test Results :Normality test

<table>
<thead>
<tr>
<th>Test Statistic</th>
<th>Unstandardized Residual</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>68</td>
</tr>
<tr>
<td>Normal Parameters&lt;sup&gt;a&lt;/sup&gt;&lt;sup&gt;b&lt;/sup&gt;</td>
<td>Mean</td>
</tr>
<tr>
<td></td>
<td>Std. Deviation</td>
</tr>
<tr>
<td>Most Extreme Differences</td>
<td>Absolute</td>
</tr>
<tr>
<td></td>
<td>Positive</td>
</tr>
<tr>
<td></td>
<td>Negative</td>
</tr>
<tr>
<td>Test Statistic</td>
<td>asymp. Sig. (2-tailed)</td>
</tr>
</tbody>
</table>

<sup>a</sup>test distribution is Normal.
<sup>b</sup>Calculated from data.
<sup>c</sup>Lilliefors Significance Correction.
<sup>d</sup>This is a lower bound of the true significance.

The table above explains that the overall data is in two variables Which researched use testing One-Sample Kolmogorov-Smirnov (KS) with a significance value (α) of 0.05. Then it is concluded from the table above that data in study This distributed normal because mark asymp. Sig. (2-tailed) of 0.200 > 0.05.

Test Regression linear Simple

Simple linear regression test is a procedure used by researchers with quantitative research methods to predict and find out the level the influence of the independent variable in this study, namely role stress on the dependent variable is professional commitment. The ANNOVA table is used For know information regarding the level of significance between role variables stressed (variable X) against professional commitment (variable Y).

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>654.185</td>
<td>1</td>
<td>654.185</td>
<td>23.652</td>
<td>.000&lt;sup&gt;e&lt;/sup&gt;</td>
</tr>
<tr>
<td>Residual</td>
<td>1825.507</td>
<td>66</td>
<td>27.659</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<sup>e</sup>This is a lower bound of the true significance.
Based on the results of the data above, it shows that the value of \( F = 23.652 \) with a significance level or probability value of 0.000. Concluded that mark significance 0.000 < 0.05 so that study this show there is influence between variable roles stressed to variable professional commitment because it meets the test requirements to measure the level of influence of a variable.

### Table 3.3

Simple Linear Regression Test Results

<table>
<thead>
<tr>
<th>Coefficients *</th>
<th>Unstandardized models</th>
<th>B</th>
<th>std. Error</th>
<th>standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td></td>
<td>68.712</td>
<td>3.451</td>
<td>19.914</td>
<td>.000</td>
<td></td>
</tr>
<tr>
<td>Role Stress</td>
<td></td>
<td>-.246</td>
<td>.051</td>
<td>-.514</td>
<td>-4.863</td>
<td>.000</td>
</tr>
</tbody>
</table>

a. dependent Variables: Professional Commitment

Based on table 3.3 above, it provides an overview of the coefficients table, and can be seen the coefficient of the regression direction from the column Unstandardized Coefficients and sub column B. This column gives the information on the constant value of 68.712 and the value of the regression direction coefficient is -0.246 so that from this value is obtained by the formula for the value of the regression equation as follows:

\[ Y = a + bX \]

AND = 68.712 - 0.246X

Equality on mark coefficient b show that mark coefficient regression indicates the magnitude of the effect that occurs in each change variable units namely role stress as variable x and professional commitment as variable y. Mark negative on coefficient b shows that trait the change that will occur is inversely proportional so that any increase in that occurs in variable x will be followed by a decrease in value on the y variable. From the regression equation above, the number 68.712 is obtained as the regression coefficient value of the role stress variable (x) so that every 1% increases in value variable roles stress, so happen decline as big -0.246 on variable professional commitment. In study this obtained characteristic
the regression compared backwards so that can concluded that the more stay influence

roles stressed Which happen so will the more low also professional commitment .

Determination Test ($R^2$)

Test The Simple Coefficient of Determination is a procedure that used in method Quantitative research to show large or its small influence variable roles stressed (X) to variable professional commitment (Y). The R square value determines the value of the coefficient of determination. Following is a table of results from the value of the coefficient of determination:

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.514</td>
<td>.264</td>
<td>.253</td>
<td>5.259</td>
</tr>
</tbody>
</table>

Based on data on table 3.4 on, obtained mark coefficient (R)as big 0.514 Which indicate that connection between roles stressed to professional commitment is negative strong, matter This Because 0.514 > 0.5. Furthermore, the value of the coefficient of determination or R2 is 0.264 which is obtained indicates how strong the influence is given by the independent variable overall to the increase or decrease in the dependent variable. Based on value the results of this determination test concluded that the professional commitment of the Class Detention Center IIB Sungai Full is influenced by 26.4% by role stress while 73.6% the rest is influenced by other variables not explained in this research.

Significance Test (t)

The requirement of the significance test is if the value of $t_{count} > t_{table}$ then you can concluded that there is peng negative influence between research variables that used, namely 1 independent variable and 1 dependent variable. To find out $t_{table}$ then first do the calculation by calculating the df to see in the $t$ value distribution table.

$$df = n - k = 68 - 2 = 66$$

Based on the df value above, the $t_{table}$ value on the $t$ test is significant by 5%
is 1.99656. Meanwhile, to compare the calculated t values with the t table value determined through the following calculation procedure:

$$ t = \frac{r_{\sqrt{n}} - r_{\sqrt{n}-2}}{\sqrt{\frac{n-2}{1 - r^2}}} $$

$$ t = \frac{-514 - \sqrt{514^2 - 514^2}}{\sqrt{1 - 0.514^2}} $$

$$ t = \frac{-41.757 - 41.757}{-5.04 - 5.04} $$

$$ t = 8.285 $$

Results from formula on can matched return with table results test significance using IBM software SPSS 26 as follows:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>68.712</td>
<td>3.451</td>
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<td>-.246</td>
<td>.051</td>
<td>-.514</td>
<td>-4.863</td>
</tr>
</tbody>
</table>

| Coefficients | a. Dependent Variable: Professional Commitment |

The results of the significance test in table 3.5 above are able to answer the test hypothesis study with use comparison mark between t count with t table. Based on the table above, the t count value is 8.285. The value of t count > t table, namely 8.285 > 1.996 with a significance value of 0.000 <0.05. This shows that there is a negative and significant influence between variable free roles stressed to variable bound professional commitment employee.

**Discussion**

Study with use test statistics Which aim For analyze the influence of the relationship that occurs between the variable role stress on the variable of professional commitment of employees at Class II B Detention Center Sungai Full. Test The statistic that is used is the normality test that is used to find out something data distributed in a manner normal or No, Then test regression linear simple And test determination done For know level influence independent variables on the
dependent variable, and testing the research hypothesis with using a significance test (t test).

Based on results test normality listen use One sample The Kolmogorov-Smirnov Test obtained a data significance value of 0.200 at Asymp column . Sig. (2-tailed). The results of the normality test research produce data which distributed in a manner normal Because has fulfil condition normality test that is 0.200 > 0.05 (mark significance). Then in test regression linear simple obtained mark $F = 23,652$ with level its significance or probability of 0.05 where the results obtained are 0.000 <0.05. Matter this shows that the results of this regression test have fulfilled the requirements and can be done test other For coo level influence Which given by the role stress variable on the professional commitment variable of employees in detention centers Class II B River Full. And For results test hypothesis use test t produce t count > t table of 8.285.> 1.996 so it can be concluded that there is a significant negative effect between the role stress variables on variable professional commitment (Ha accepted reject Ho).

For the results of a simple linear regression test, a constant value of 68,712 And mark coefficient direction regression his as big - 0.246, mark negative show that change Which happen are inversely proportional means every increase variable roles stressed will experience decline on professional commitment variable , and vice versa if there is a decrease variable roles stressed so variable professional commitment will experience increase. Role stress in this study has 3 (three) dimensions, namely role conflict, roles ambiguity And roles overload Which own influence negative towards professional commitment which consists of 3 (three) dimensions as well namely professional work ethic, willingness to stay in the profession and identification professional work ethic . From the test results above it can be concluded that role stress influential negative towards professionals employee commitment .

To find out how big the percentage of influence given the role stress variable on employee professional commitment is with see results test determination. On study This, obtained mark $R^2$ square of 0.264 or 26.4% is the amount of influence given by the role variable stress on the professional commitment variable . As for the rest, namely as big 73.6% influenced by variable
other Which No can explained in this research. With a less strong percentage value it is possible to exist problem Which more crucial in this organization and the number of respondents who used is still small, namely employees at the Class II B Detention Center Sungai Full.

So, results analysis data show that there is influence Which negative And significant between roles stressed And professional commitment employee in detention center Class II B River Full Which proven with use test t produce t count > t table (5% significance level) of 8.285.> 1.996 so it can be concluded that there is a significant negative effect between role stress on the professional commitment of employees in the Class II B Sungai detention center Full (Ha accepted rejects Ho). This is in line with Cokorda Gede’s researchand I Gusti Made (2017) which states that role stress can be controlled And muted will give influence Which significant to commitment individuals to continue to be professional at work. Because role stress can’t eliminated, can only be controlled or muted by the individual himself.

Role stress will encourage an employee to find out how high level his loyalty to profession Which taken, especially employee penitentiary which has a bond agreement with the government, deep behavior must be in accordance with the rules that have been set, employees penitentiary Which confronted with all limitations source Power reliable organization and human resources will make it difficult for employees For Keep going commitment apply professional to work his, limitations the Also will give influence magnitude individual responsibility for the quality of work expected to be good to institutions and services to the public. The role that has been taken also has risks and burdens of each, to rank the stress of the role, so a individual must own commitment professional Which strong so that able to reduce and control the role stress that occurs.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on results processing data Which has done, so researcher can interesting conclusion employee in detention center Class II B River Full A little
feel stress role on profession Which he took because Good from organizational support and individual factors that affect employees feel role Which he took as officer penitentiary Enough heavy. However part respondent Already Enough Good in implement roles stress, matter. This Of course influenced by height commitment employee For Keep going professional in work his. Level influence roles stressed to professional commitment in Class II B Detention Center Sungai Full is 26.4% whereas the rest influenced by variable other besides roles stress, so that needed study more carry on related with variable What just Which influence professional commitment besides variable roles stress.

**Suggestion**

After carrying out research on the effect of role stress on professional commitment employee in detention center Class II B River Full, so researchers put forward several suggestions, namely:

1. *The role stress* of an employee is of great concern deep for organization that is detention center Class II B River Full. Where employee Of course own responsibility role Which must carried out in a professional manner so that the results of the work are in accordance with the expected by organization. Attention organization can form support source Power support in make it easy work competent employees and human resources (colleagues). can invited cooperation in develop organization become more Good, beside That Also gift training or training will help employee detention center in overcome burden work organization so that make it easy employee For do task in accordance with what the organization expects.

2. Development commitment individual For Keep going apply professional in work Also become attention organization so that Spirit For still guard commitment the Keep going Good, example his give rewards to employee Which do work with good and have ethics in work in accordance with established rules.
3. Research on *role stress* and its effect on variables other. Still very seldom found on organization public like correctional field. Therefore, it is better if in the future more lots study about influence *roles stressed* to variables needed to improve organizational achievement especially in the correctional sector.

**SPEECH THANK YOU LOVE**

Writer also say accept love on willingness Employee detention center Class II B Sungai Full which has been willing to be a respondent in the study I Which title Influence *Roles stress* to *Professional commitment* Employee so research it can run smoothly.

**LIST REFERENCES**


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