

# **The Influence of Leadership Style, Work Environment and Work Stress on the Professionalism of Lecturers at Mayjend Sungkono Mojokerto University Indonesia**

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## **Abstract**

*The function of this particular examine was actually towards analyze the influence of leadership style, work environment and work stress on the professionalism of lecturers at Mayjend Sungkono University, Mojokerto. The population in this study were all lecturers on the campus. The analysis used is multiple linear regression analysis with the help of SPSS software. The overall test results show that leadership style, work environment, and work stress simultaneously affect employee performance. Partially, the result shows that all variables have a positive effect on lecturer professionalism. Test the accuracy of the model using the efficiency of determination ( $R^2$ ) yields 0.933. The coefficient of determination ( $R^2$ ) shows that the three independent variables are able to increase the professionalism of lecturers by 93.3%, while the other 6.7% are influenced by other variables that are not examined, such as motivation, allowances, training and so on. The regression equation obtained is as follows: Professionalism = 0.533 Leadership + 0.373 Environment + 0.283 Environment. The equation shows that leadership style and work environment are variables that have a positive effect on lecturer professionalism. Based on these results, it shows that the variable that has the most dominant influence on lecturer professionalism is the leadership style.*

**Keywords:** *Leadership Style, Work Environment, Work Stress, Lecturer Professionalism*

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Date of Submission: 13-02-2021

Date of Acceptance: 27-02-2021

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## **I. Introduction**

Seeing the emergence of several problems regarding the professionalism of lecturers on the campus where the researcher was assigned, namely at the University of Mayjend Sungkono Mojokerto, made researchers interested in conducting studies and research. What causes the emergence of various problems regarding the professionalism of the lecturers? Is there a relationship with the leadership style of the head of the study program, the work environment. In improving the professionalism of the lecturers, the leadership style is one of the things of concern for campus leaders. Lecturers will work optimally when their leaders can nurture and motivate them to improve the quality of the lecturers. As quoted by Erskine & Georgiou (2017), an innovator should use a suitable management design towards handle his subordinates, since a innovator will certainly significantly affect the excellence of the company in accomplishing its own objectives. This research is a development of research conducted by Pawirosumarto et al., (2017), Erskine & Georgiou (2017), Ali et al., (2015) and Tambalean, (2014)

Basically, there is already a good working environment at the University of Mayjend Sungkono Mojokerto, but there are still fluctuating presentations. In this case there are still lecturers who come late to teach and do not teach without a certificate. Human Resources play a major role in the overall process of increasing work productivity, because they are the only company assets that live in addition to other material assets such as capital, buildings, office equipment machines, and inventory. The uniqueness of these HR assets, among others, is in the form of requiring management that is different from other assets, because Human Resources assets have thoughts, feelings and behaviors, so that if they are managed optimally they can contribute to the company actively.

The availability of professional human resources has become a strategic requirement of an organization or company. This need is based on the understanding that humans are the determinants of all organizational performance to create professional Human Resources. For a company sometimes it experiences obstacles, and these obstacles can arise from organizational factors and from within the employees themselves. The productivity ability of a lecturer really depends on the lecturer himself. Therefore, efforts to increase work productivity should start from the lecturers themselves, which is the main function of the management function, namely how to encourage lecturers to work harder, more compactly and effectively.

Therefore, in order to increase the work productivity of lecturers, the organizations they work for must be able to create a working atmosphere in such a way that each individual can motivate themselves to give up all their productive efforts for the advancement of education. So individual and occupational characteristics have a significant direct influence on professionalism. The personality of the lecturer in dealing with changes in work environment situations, sometimes there are those who are not ready, dissatisfied, unable to accept, feel disappointed with a policy, but there are also lecturers who are resigned to accept what happens to them

Lecturers who think positively in facing changing situations and conditions in their work environment, will behave and behave by showing a sense of optimism, being brave for challenges, ready for failure, have the principle that this is a consequence of their status as an educational institution bureaucracy. The various complexities of the problems faced by lecturers will certainly increase the workload and in the end will have an impact on problems in student service. As the impact of problems faced by lecturers who enter retirement age will also affect their psychological condition, in the end it will cause work stress for the person concerned and for the institution will receive the consequences. Organizational behavior experts state that work stress as a causative agent of various physical, mental and organizational problems, work stress can affect individuals, the community, the work environment and the organization. There have been many studies linking job stress with various variables, such as job stress related to personality, and there are also many studies related to job stress variables of mental health, job satisfaction, absence (absenteeism), tension, performance, and so on.

The relationship between job stress and the various variables above is relatively clear. For example, the effect of job stress on the level of mental health, job satisfaction is perceived as having a negative relationship. But how is the effect of job stress related to performance levels? There are 2 forms of stress, namely functional and dysfunctional. The functional stress can have a positive effect, and conversely that dysfunctional stress has a negative effect. The negative influence of this usually dominates in the organization. So that job stress as measured by role ambiguity, role conflict and role overload and performance, it is found that job stress has a negative effect on performance. Several studies have identified various factors that are considered to strengthen or weaken the influence of job stress.

## **BASIC THEORETICAL THINKING AND THE DEVELOPMENT OF HYPOTHESIS**

### **Leadership Style**

In accordance with Kelley (2005), management design is actually "exactly just how an innovator does his management work as well as exactly just how he is actually viewed through those that are actually attempting to top him or even those that might be actually noting coming from outside". Furthermore, as quoted by Tampubolon "said that management types are actually different designs of habits played favorites through innovators while guiding as well as affecting employees". Management design is actually habits as well as technique, due to a mix of viewpoints, abilities, characteristics, mindsets, which are actually frequently been applicable through an innovator when he attempts to affect the efficiency of his subordinates.

Furthermore, according to Jacobs, "expressing that management design is actually a manner in which innovators utilize in communicating along with their subordinates". On the other hand, one more viewpoint conditions that management design is actually a style of habits (phrases as well as activities) of an innovator that's really experienced through others. After that Nawawi, stated that "management design is actually the habits or even technique that's selected as well as utilized due to the innovator in affecting the ideas, sensations, mindsets as well as habits of the participants of his secondary companies". Therefore based upon a few of the meanings of management design over, it could be wrapped up that management design is actually a person's technique in guiding, affecting, motivating as well as managing other individuals or even subordinates towards have the ability to perform one thing by themselves understanding as well as willingly in accomplishing a specific objective.

### **Work environment**

The workplace in an organization have to be actually thought about, this is actually since the workplace has actually a straight affect on workers ". A favorable workplace can easily enhance worker efficiency as well as professionalism as well as the other way around, an insufficient workplace can easily decrease worker professionalism and efficiency. The problem of the workplace is actually stated to become great if people can easily perform tasks in an ideal, healthy and balanced, comfy way and risk-free. The repercussions of the workplace could be viewed in the long-term. An undesirable workplace can easily need much a lot extra labor as well as opportunity as well as doesn't sustain the achievement of an effective function body style.

In accordance with Anwar Prabu Mangkunegara "the workplace described consists of unobstructed task summaries, difficult function aims, efficient function interaction designs, function environment as well as fairly sufficient function centers". The workplace is actually "whatever that's about the employees as well as which can easily impact him in performing designated jobs". The workplace includes bodily as well as non-physical atmospheres connected to workers to ensure that it cannot be actually divided to obtain great worker

professionalism. Inning accordance with Sedarmayanti, the atmosphere "manual labor is actually all of bodily problems that exist about the work environment which can easily impact workers either straight or even indirectly". On the other hand, a non-physical workplace is actually all of circumstances that happen about function connections, each connections along with superiors as well as associates, or even connections along with subordinates.

Additionally, Robbins specified that the atmosphere is actually the organizations or even outdoors requires that have actually the prospective towards impact business efficiency. The atmosphere is actually developed right in to 2, specifically the basic atmosphere as well as the unique atmosphere. The basic atmosphere is actually everything outdoors the company that has actually the prospective towards affect the company. This atmosphere is actually such as technical problems and social. While the unique atmosphere is actually the component of the atmosphere that's straight associated with the accomplishment of an organization's objectives.

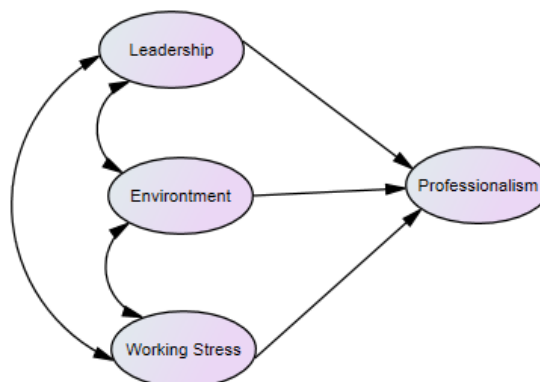
### **Work stress**

The issue of function tension in business companies is actually an essential sign towards observe because the beginning of needs for effectiveness at the office. Due to this function tension, individuals end up being anxious, feeling persistent stress and anxiousness as well as enhance stress in feelings, mind as well as private bodily problems. Additionally, due to function tension, it frequently produces issues for employees, each in the exec team (white colored collar employees) as well as the team of regular employees (blue collar employees). Task tension can easily disrupt the health and wellness of employees, each mentally and literally. Michael (2009) conditions that function tension is actually a problem through which certainly there certainly are actually one or even a number of consider the work environment that communicate along with employees to ensure that they disrupt physical habits and problems. Task tension will certainly occur when there's a space in between private capacities as well as the needs of their function. Tension is actually the space in between private requirements as well as their satisfaction coming from the atmosphere.

## **II. Lecturer Professionalism**

Tambalean (2014) states that professionals come from the Latin language, namely "profesia", work, expertise, position, professorship. A person who is involved in one of the skills that must be learned specifically. professional can be defined as a person who performs professional duties as an expert or expert if he specifically gets it from learning. An expert brings out his task according to the needs of the occupation or even simply put has actually the capacity as well as mindset according to the needs of his occupation. An expert brings out his tasks based upon professionalism, as well as certainly not in an amateur way. Professionalism goes versus amateurism. An expert will certainly constantly enhance the high top premium of his function knowingly, with education and learning as well as educating".

The essence of a professional lecturer is a lecturer who is able to provide the best service for his students with his special abilities, so that students can accept and understand the delivery of the material given. A lecturer is not only required to have educational technical skills in carrying out his duties, but also must have a reliable character so that he can become a role model for students, families, and society. Fostering the professional character of lecturers encourages the development of the potential of lecturers continuously and continuously according to the teaching needs of each lecturer. Based upon the history of the issue as well as academic rationale, the conceptual structure of this particular examine could be referred to as observes:



**Figure 1** Conceptual Framework

Based on the researchers' assumptions about the problems that the researcher will examine, the researchers propose the following hypothesis:

1. There is a simultaneous influence between leadership style, work environment and work stress on the professionalism of lecturers at Mayjend Sungkono University, Mojokerto
2. There is a partial influence between leadership style, work environment and work stress on the professionalism of lecturers at Mayjend Sungkono University, Mojokerto
3. Among the variables of the principal's leadership style, work environment and work stress, which has the most dominant influence on the professionalism of lecturers at Mayjend Sungkono Mojokerto University is the leadership style.

### **III. Research Methods**

#### **Procedures and samples**

This type of research is a type of quantitative research using several existing research methods. Quantitative means that the analysis is carried out on data in the form of numbers. Meanwhile, the research method is a systematic, planned and orderly activity to find and test the truth of knowledge using scientific methods (Supriadi, 2020). As for the population in this study are all lecturers who work at the University of Mayjend Sungkono Mojokerto. The sample used in this study is a sample based on purposive sampling where based on this obtained as many as 35 respondents.

#### **Measurement instruments and operational definitions**

Towards response the issue formula as well as examination the made a proposal hypothesis, the information acquired will certainly after that be actually refined in accordance with the requirements of the evaluation. For the functions of conversation, the information is actually refined as well as provided based upon the concepts of detailed stats, while for the functions of evaluation as well as hypothesis screening, several regression evaluation is actually utilized towards identify the connection in between the reliant as well as private variables.

Leadership style is a way for leaders to take advantage of the available strengths to lead their subordinates. With the principal's ability to organize and direct lecturers is needed. According to Yeh, Quey Jen (1996) to measure leadership style variables can be measured through indicators, namely: Submission of goals to be achieved, Emphasis on the importance of tasks, Emphasis on the importance of work efficiency, Establishing good relationships with certain people when carrying out tasks, Flexible task discussion and Establish good relationships with subordinates. To measure work environment variables, indicators are used, namely work atmosphere, relationship with colleagues, the availability of work facilities, lighting, air circulation, noise, unpleasant odors, and security.

Tension is actually a problem through which a private is actually faced along with a chance, challenge, or even need that's connected with exactly just what he truly desires as well as whose outcomes are actually viewed as uncertain as well as essential. According to Hurrell (1988), the factors that can cause stress can be grouped into five broad categories, namely: Task demands, role conflict, career development, work relations and organizational structure and climate.

The profession of a lecturer according to the law that regulates this is: "The profession of lecturers and lecturers is actually an unique area of function that needs specialist concepts that include possessing skills, rate of passions, contacting as well as optimism, possessing academic certifications as well as academic history according to their particular areas of function. , Have actually the required proficiencies according to the area of function, Adhere to the specialist code of principles, Have actually legal civil liberties as well as responsibilities in performing responsibilities, Acquire an earnings identified in accordance with their function efficiency, Have actually the chance towards establish their occupation in a lasting way, Acquire lawful security in performing their specialist responsibilities and Have a professional organization a legal entity ".

### **IV. Research Result**

#### **Validity and Reliability Test**

The credibility examination reveals the degree towards which determining tools could be utilized towards determine exactly just what will certainly be actually determined. Credibility dimension is actually performed through determining the correlation in between ball game of each product as well as the overall rack up utilizing the item minute correlation method. Based upon the computation outcomes, it could be viewed that the correlation in between each sign towards the overall build rack up of each adjustable reveals considerable outcomes as well as suggests that the importance worth is actually  $< 0.05$  therefore it could be wrapped up that declaration products are actually stated legitimate. Dependability examination is actually utilized towards identify the degree towards which the dimension outcomes are actually fairly constant. The results of the

calculation show that all variables have a fairly large Alpha coefficient, which is above 0.60 so that all questionnaires are declared reliable or reliable (Ghozali, 2018)

**Classic assumption test**

**Normality test**

The normality examination intends towards identify whether the adjustable has actually a typical information circulation or otherwise. Towards discover whether the information is actually typical or otherwise, among all of them could be identified by utilizing the Kolmogorov-Smirnov method. The outcomes reveal that the importance or even possibility worth is actually sig > 0.05, therefore the research study information could be classified as Normal distribution.

**Multicollinearity Test**

The multicollinearity examination is actually carried out towards identify that there's no extremely solid connection or even an ideal direct connection or even it can easily likewise be actually stated that the private variables are actually certainly not interrelated. Based upon the computation, the outcomes reveal that the VIF worth of the 3 private variables is actually lower than 10, significance that the 3 private variables within this particular examine don't reveal any type of multicollinearity signs.

**Heteroscedasticity Test**

Heteroscedastity test aims to test whether in the multiple linear regression model there is an inequality of variance and residuals from one observation to another. The results of the calculation show that the significance or probability value is sig> 0.05, so the multiple linear regression model does not occur heteroscedastity.

**Multiple Regression Test**

After screening the classic presumption examination as well as coming from these outcomes the information utilized satisfies the demands, after that the evaluation could be proceeded along with several direct regression examinations. The outcomes of several direct regression screening utilizing SPSS could be viewed in the complying with dining table:

**Table 1** Multiple Linear Regression Coefficient  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	-.670	.562		-1.191	.259		
1 Leadership	.533	.121	.588	4.396	.001	.656	1.524
Environment	.373	.116	.429	3.202	.008	.654	1.530
Stress	.283	.106	.291	2.671	.022	.993	1.007

a. Dependent Variable: Professionalism

Source: SPSS output

Based on this research, the multiple linear regression equation can be stated as follows: Professionalism = 0.533 Leadership + 0.373 Environment + 0.283 Environment

**Partial Testing**

Hypotheses 1, 2 as well as 3 within this particular examine were actually evaluated for reality by utilizing a partial examination. Screening is actually performed through taking a look at the degree of importance (pvalue), if the resulting importance degree of the computation is actually listed below 0.05, the hypothesis is actually approved, on the other hand, if the importance degree of the determined outcomes is actually higher than 0.05, the hypothesis is actually declined. Coming from the computation outcomes dining table, it could be viewed that the outcomes of the management design hypothesis screening reveal the t worth of 4.396 along with a importance degree of 0.001. The importance degree of the outcomes of 0.001 is actually smaller sized compared to 0.05, which implies that the hypothesis within this particular examine approves rejects Ho and Ha. Therefore, it implies that the hypothesis H1 "management design has actually a favorable impact on lecturer professionalism" is actually approved.

The outcomes of the workplace hypothesis screening reveal the t worth of 3.202 along with a importance degree of 0.008. The importance degree is actually lower than 0.05, which implies that the hypothesis within this particular examine rejects approves Ha and Ho. Therefore it can easily imply that the hypothesis H2 "workplace has actually a favorable affect on the professionalism of lecturers" is actually approved. The outcomes of the function tension hypothesis screening revealed the t worth of 2.671 along with a importance degree of 0.022. The degree of importance of 0.022 is actually smaller sized compared to 0.05, which implies that the hypothesis within this particular examine rejects approves Ha and Ho. Therefore, it

implies that the hypothesis H3 "function tension has actually a favorable affect on lecturer professionalism" is actually approved.

### **Simultaneous Testing**

The F examination is actually an examination of the impact of the private variables with each other on the reliant adjustable utilizing the F examination. The outcomes of analytical computations reveal the determined F worth of 24.694 as well as the importance worth of 0.000. By utilizing the 0.05 restrict, the importance worth is actually smaller sized compared to 0.05. This implies that the hypothesis which conditions that at the same time the variables of management design, workplace as well as function tension have actually an impact on lecturer professionalism.

### **Coefficient of Determination ( $R^2$ )**

Based upon the outcomes of regression computations, it could be viewed that the coefficient of decision (adjusted  $R^2$ ) is actually 0.933. This implies that 93.3% of the variables of lecturer professionalism could be discussed due to the variables of management design, workplace as well as function tension, while the staying 6.7% is actually discussed through various other variables that are actually certainly not made a proposal within this particular examine.

## **V. Discussion**

Based upon the analytical examination outcomes, it could be viewed plainly that partly (separately) all of private variables have actually an impact on the reliant adjustable. The impact of the 3 private variables is actually favorable, significance that the much a lot better the management design of the workplace as well as function tension, the much a lot better the professionalism of the resulting lecturers. These outcomes are actually according to the made a proposal hypothesis. The outcomes of this particular examine are actually likewise according to the outcomes of previous research researches. The description of each adjustable impact is actually discussed as observes:

### **The Influence of Leadership Style on Lecturer Professionalism**

The outcomes of hypothesis screening (H1) have actually shown that there's an impact in between management design on lecturer professionalism. With the outcomes of computations that have actually been actually performed, the t worth is actually 4.396 along with a importance degree of 0.001 which is actually higher than 0.05, which implies that the hypothesis within this particular examine approves rejects  $H_0$  and  $H_a$ . This examination statistically shows that the management design has actually a favorable impact on lecturer professionalism. This implies that the influence of the variable leadership style on lecturer professionalism has a significant effect at the University of Mayjend Sungkono Mojokerto.

### **The influence of the work environment on the professionalism of the lecturers**

The outcomes of hypothesis screening (H2) have actually shown that there's an impact in between the workplace on the professionalism of lecturers. With the outcomes of the computations that have actually been actually performed, the t worth is actually 3.202 along with a importance degree of 0.008 which is actually smaller sized compared to 0.05, therefore  $H_a$  is actually approved as well as  $H_0$  is actually declined. This examination statistically shows that the workplace has actually a favorable impact on lecturer professionalism. This implies that there's an impact in between work environment variables on the professionalism of lecturers at Mayjend Sungkono Mojokerto University.

### **The Effect of Job Stress on Lecturer Professionalism**

The results of hypothesis testing (H3) have proven that there's an impact in between task tension on lecturer professionalism. With the outcomes of computations that have actually been actually performed, the t worth is actually 2.671 along with a importance degree of 0.022 which is actually smaller sized compared to 0.05, which implies that the hypothesis within this particular examine rejects approves  $H_a$  and  $H_0$ . This examination statistically shows that task tension has actually a favorable impact on lecturer professionalism. This implies that there's an impact in between job stress variables on the professionalism of lecturers at the University of Mayjend Sungkono Mojokerto.

## **VI. Conclusion**

Based upon the evaluation as well as conversation that has actually been actually performed within this particular examine, it could be wrapped up that the t examination outcomes reveal that the variables of management design, work environment and work stress have a positive influence individually on the professionalism of lecturers at Mayjend Sungkono University, Mojokerto. Based on the F test, it shows that the

variables of leadership style, work environment and work stress have a joint influence on the professionalism of lecturers at Mayjend Sungkono University, Mojokerto. The coefficient of determination ( $R^2$ ) shows that the variables of leadership style, work environment and work stress have an influence of 93.3%, while 6.7% of lecturers' professionalism is influenced by other variables that are not examined, such as motivation, education, training and so on. Based on the partial test (t test), the variable that has the most dominant influence on employee performance is the variable of leadership style after which it is followed by work environment variables. Therefore, it is hoped that the leadership style can be paid more attention so that the lecturer's performance can continue to be better.

## VII. Suggestion

Based on the previous discussion, the suggestions that can be conveyed are for the University of Mayjend Sungkono Mojokerto where the results of this analysis show the influence between leadership style and work environment factors on the professionalism of lecturers at Mayjend Sungkono Mojokerto University, it is necessary to consider things that include increasing the professionalism of lecturers as well as increasing comfort at work, communication and cooperative relations with leaders need to be improved again. As the leader tells the goals to be achieved from the work given and the leader discusses the assigned tasks flexibly, reduces the level of interference from work environment factors, it needs to be considered, namely completing facilities at work, maintaining relationships with colleagues and maintaining security at work, preventing it from happening. work stress, it is necessary to pay attention to things such as arranging work schedules so as not to overwork the lecturer.

In addition, universities need to explain in detail the job responsibilities that are assigned to lecturers, provide opportunities for lecturers to develop careers, keep between colleagues from disputes and provide opportunities for lecturers to participate in decision making in organizations and universities in an effort to improve professionalism. lecturers need to pay attention to other factors besides these variables, such as allowances, motivation and training factors. For future researchers, future researchers in research to increase the professionalism of lecturers are expected to need to add variables and the number of samples and add analysis tools, because research has limited time and cost.

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