Abstract

The purposes of this study "Affects of Job Stress Factor, Adversity Quotient and Stress to Performance of the State Enterprise Employees: Case Study of the Government Pharmaceutical Organization" were to investigate how the level of Performance of the Government Pharmaceutical Organization employees. Sampling group consists of 158 employees of the Government Pharmaceutical Organization by selected simple random sampling technique. The individual research measurements used for questionnaires of personal characteristics, job stress factor, adversity quotient and stress. The data was analyzed by descriptive statistics, t-test, One Way ANOVA, by SPSS for Ms Windows program.

The results were 1) Majority of the respondents were female (80.38%) and the rest were male. The most of age was between 30 years to 40 years (36.08%) Seventy point twenty-five percent of the respondents were single (70.25%), Educational status of the most respondents were bechelor degree (59.49%) ; while 36.08 percent were higher education level. Among the respondents, 90.51 percent work at factory line; the rest 9.49 percent were in the other line. Among the respondents, 63.92 percent were not in any administrative position; the rest 36.08 percent were in the administrative position. Working experience of the most respondents were 5 years to 15 years (46.20%) ; while less than 5 years were 27.85 percent, 16 years to 25 years were 19.62 percent and more than 25 years were 6.33 percent.

2) The job stress factor of the respondents at low level, as working characteristic average at 1.9051, as work relationship average at 1.5759, as the organization structure average at 1.5633, as success in job average at 1.3861, and organizational roles average at 1.3165.

3) As a whole the employees' adversity quotient was at a meduim level average at 2.6392. The rank order of adversity were at medium level consist of control average at 2.7595, reach average at 2.6139, endurance average at 2.4747 and origin and ownership average at 2.4177.

4) The level of stress were at medium level average at 1.9177.

The results of the data after analyzed by t-test and One Way ANOVA were;

- Personal characteristics all of sexual, age, marital status, educational level, work area, position and working experience were not affected the employees' performance, which was statistical significance difference level at .05.

- The job stress factor in work characteristic were affected the employee's performance, which was statistical significance difference level at .05.

- The job stress factor in organizational roles were affected the employee's performance, which was statistical significance difference level at .01.

- The job stress factor in work relationship were affected the employee's performance, which was statistical significance difference level at .001.

- The job stress factor in success in job were affected the employee's performance, which was statistical significance difference level at .05.

- The job stress factor in organization structure were affected the employee's performance, which was statistical significance difference level at .001.

- Adversity Quotient affected the employees' performance, which was statistical significance difference level at .001.

- The Stress affected the employees' performance, which was statistical significance difference level at .01.