

**ANALYSIS OF AGE AND WORKING PERIOD FACTORS ON THE STRESS LEVEL OF AGRICULTURAL EXTENSION EMPLOYEES IN MANDAILING NATAL DISTRICT**

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**Abstract**

Study This aim For analyze influence age and length of service to level stress employee extension worker agriculture in the Regency Mandailing Natal. Second factor the often assumed contribute to dynamics stress work , but literature latest show that stress Work more Lots influenced by factors psychosocial , structural organization , and burden work . Research This use method quantitative with approach multiple linear regression For evaluate connection between age , length of service , and stress work . Research results show that Good neither age ( $p = 0.431$ ) nor length of service ( $p = 0.480$ ) . give influence significant to level stress extension workers . In simultaneous , the regression model is also not significant ( $p = 0.533$ ), and the value coefficient determination ( $R^2$ ) only of 0.024, indicating that second variables only explains 2.4% of the variation stress work . Research This conclude that stress Work extension worker more influenced by factors external and psychosocial , so that effort management stress need focused on support organization and management burden Work .

Keywords : *stress work , age , length of service , instructor agriculture , analysis regression*

**Introduction**

Stres Work is problem important thing to get attention big in the modern world of work because the impact to health psychological , physical , and performance employees . In context extension worker agriculture , stress Work can arise from various aspect work like burden Work high pressure policy government , conditions geographical field , as well as demands For interact with public heterogeneous farming . Pressure psychological things that happen in a way prolonged can cause extension worker experience symptom like fatigue , anxiety , decreased motivation , to burnout. Conditions This can bother performance extension workers

who become end spear delivery innovation and mentoring technical to farmers . Organization international as WHO and ILO report that stress Work can lower productivity up to 20 % and become one reason main absence work in various sector . Therefore that , research about factors that influence stress Work extension workers are very important For support success system counseling agriculture .

Factor age and length of service often considered as variables important things that influence ability somebody in face stress . Individuals who are more old or have a working period more long often assumed own experience more For manage pressure on the spot work . However , the findings empirically on various field show mixed and inconsistent results consistent . In a number of context occupation , age and experience precisely No own connection means with coping skills stress . This is cause question about extent of age and length of service influential in profession extension worker agriculture that has characteristics Work unique and dynamic . With base said , research This try test in a way statistics whether second factor the truly give contribution to level stress Work extension worker agriculture in the Regency Mandailing Natal.

## **Methodology**

Study This implemented in the Regency Mandailing Natal with involving employee extension worker agriculture active as respondents . Approach study nature quantitative and using analysis multiple linear regression For evaluate influence age and length of service to stress work . Population study consists of from all over extension worker agriculture in the region , and samples chosen use purposive sampling method for ensure that respondents truly involved in activity counseling . Instruments data collection in the form of questionnaire that includes indicator stress physiological , psychological , and behavioral .

Data analyzed using assumption tests classical , including normality test , heteroscedasticity test , multicollinearity test , as well as t-test and F-test for see significance influence variables independent . Multicollinearity test results show VIF value  $> 14$ , indicates that age and length of service each other very strongly related so that bother model stability . Data processing is carried out use device soft statistics standard For ensure accuracy results analysis . Final results Then interpreted For give understanding deep about influence second variables the to level stress Work.

## Research result

Analysis results to the level of stress that arises Because influence age and length of service extension worker agriculture Regency Mandailing Natal, no like suspicion initial . The research results are in the following table .

Table 1. Summary of Analysis Results Multiple Linear Regression

Variables	Coefficient	Sig. (p-value)	Information
Age	No significant	0.431	No influential
Years of service	No significant	0.480	No influential
Model (F Test)	-	0.533	No significant
R <sup>2</sup>	0.024	-	Very low
VIF	>14	-	Multicollinearity tall

Analysis results show that second variables independent No influential significant to stress work . Low R<sup>2</sup> value indicates that part big variation stress influenced by other factors outside the research model . The findings multicollinearity show existence relatedness strong between age and length of service that influence stability regression .

## Discussion

Research result This show that factor demographic like age and length of service No is determinant main level stress work as an extension worker agriculture . Findings This in line with various literature that mentions that stress Work more Lots influenced by factors psychosocial like burden work , complexity tasks , and lack of support organization . In context extension worker , pressure often appear from demands farmers , government targets , and dynamics technology agriculture . This is cause stress Work more related with condition environment Work than condition individual . Besides that , homogeneity work between extension workers make difference age and length of service No too influential . Findings multicollinearity also indicates that age and length of service each other related so that difficult separated its influence .

Insignificance influence age can understood through theory adaptation work that emphasizes that ability face stress No only determined by age , but by the coping strategies that are owned individual . More extension workers old Not yet Of course own ability management more stress Good compared to more extension workers young . In Lots case , more workers

young own energy and flexibility more adaptive tall in face change tasks . On the other hand , senior extension workers may experience saturation work that can increase stress . Therefore that , age No can made into predictor main in understand variation stress work . Findings study This strengthen view that stress more individual .

working period is also not significant show that experience Work long No always compared straight with ability face pressure work . Environment Work dynamic extension worker make past experiences No always relevant For face challenge new . In a number of case , extension worker with long working period can feel burdened with monotonous routine , which is precisely increase pressure emotional . While that , the new extension worker a number of year Work Possible Still own motivation tall so that more capable overcome stress . Therefore that , working period No can used as the main parameter in predict level stress . Findings This strengthen importance training sustainable For all over extension worker .

The  $R^2$  value of 0.024 indicates that variables age and length of service only explain part small variation stress . This is indicates that other factors have influence Far more big . Factors the can covers burden work , complexity administration , support superiors , and factors environment like condition geographic work area . In profession frequent extension workers face to face with condition field difficult , factors external This Far more dominant . With Thus , research advanced must covers variables addition For give description more comprehensive . This is it is important that the reduction strategy stress can done in a way appropriate target .

Multicollinearity tall show relatedness close between age and length of service . Situation This general occurs in jobs that employ employee in term time length . Correlation tall This make analysis regression No can measure influence second variables in a way independent . As a result , the regression model become No stable and produces a p-value that is not significant . Condition This confirm that other variables are needed considered in the research model so that the results more accurate . Method alternative like ridge regression can become choices in research upcoming .

From the perspective psychology work , stress extension worker often triggered by demands emotional in handle various character farmer . Extension worker sued For understand problem complex and often agricultural need settlement fast . When the extension worker No own support adequate organization , pressure This the more increased . Condition the cause stress in nature more related with demands social than age or experience . Support emotional from organizations and partners work is very important in context this . Without support said , stress extension worker tend increase .

Environment hard work also becomes aspect important thing that causes stress . Extension worker often must go through distance Far For reach location agriculture remote . Required travel long time and field difficult can cause fatigue physical triggers stress emotional . Besides that , condition weather extreme can make things worse burden Work extension workers . Extension workers also often face limitations facility like lack of tool props and equipment counseling . Factors This more influential to stress compared to age and length of service .

Motivation work also has role big in determine level stress extension worker . Extension worker with motivation high intrinsic usually more capable face pressure . They Work No just for the sake of demand work , but also because moral call to help farmers . On the other hand , extension workers whose motivation is low more easy affected by pressure small even though . Condition This show that factor internal psychology has influence big to stress work . Therefore that , organization must push creation motivation intrinsic through awards and training .

Connection social between extension workers own influence important to level stress . When the extension worker feel own support from colleague work , they tend own stress more low . Support This can in the form of help technical and support emotional . On the other hand , conflict between employees can increase stress in a way significant . Organization must create culture Work collaborative For reduce potential conflict . With Thus , the relationship social become factor key in manage stress extension worker .

Pressure administrative also contributes to stress extension workers . Many extension workers feel burden administration too big compared to task counseling jobs administrative like report daily , monthly , and program evaluations are often considered divert focus extension worker from their core duties . This is cause tension and feelings No productive . Besides that , change policy sudden agriculture can increase pressure administration . Therefore that , simplification administration required For lower stress Work .

Technology modern agriculture also brings challenge alone for extension workers . They sued For control digital technologies such as application agriculture and systems information . Share extension workers who have low digital literacy , demands This can cause stress . However , the extension workers who have familiar with technology tend more believe self and have level stress more low . This is show that digital literacy can become variables important For evaluate stress in profession counseling . Therefore that , the increase digital capacity of extension workers must become part from organizational strategy .

## Conclusion

Study This conclude that age and length of service No own influence significant to level stress employee extension worker agriculture in the Regency Mandailing Natal. Low R<sup>2</sup> value shows that variables the No predictor strong in understand stress work . Most of variation stress more Lots explained by factors psychosocial , environmental work , ability adaptation and support organization . Therefore that , organization counseling need prioritize management strategies stress based on reinforcement support work , improvement capacity psychological , and provision facility adequate work . Research advanced recommended For enter other variables such as burden work , conflict roles , motivation , and digital literacy for get description more comprehensive .

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