

## Dynamics of Organizational Behavior and the Challenges of Work Stress in the Era of Modern Work Environments

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### ABSTRACT

Background: In an era where the work environment continues to develop, work stress has become a significant challenge for employees and organizations. In an organization or company, there is a relationship between different people or consisting of several people, which is called dynamics. It is the differences between people that often lead to conflict in an organization or group, thus causing new problems related to work stress. Objective: This research aims to determine the relationship between the dynamics of organizational behavior and work stress challenges for a company. Research Method: The method used by researchers is a literature study. This article was written using the literature study method (literature review). Results: People, environment, technology, and structure are interrelated within an organization. If one of the elements above cannot be achieved in the workplace then this can affect a person's performance which will later have an impact on work stress levels. Individuals who experience work stress at work means that they do not have good group relationships in the organization, both with co-workers and their superiors. Everyone is forced to be able to face new challenges in this modern era. If we miss one step in keeping up with the times, we will have difficulty adapting to organizations that all use digital footprints.

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### INTRODUCTION

Along with the times, there are also changes in the era of globalization and dynamic conditions of society. Many changes cause a business to fail, it occurs because of a person's inability to adapt to technological changes that are increasingly advanced and developing as well as declining human resources in the company. With the changes in globalization, someone who is unable to adapt to technological advances can cause work stress to employees. Work stress experienced by a company will result in the company's human resources will decrease. Work stress can arise because there is a relationship between work and humans themselves, which will later have an impact on a person's performance and work productivity (Bahri & Nurmallasary, 2022; Regen et al., 2022). A worker's inability to adjust to their job, which impacts their biological and psychological health, is known as job stress. (Ahmad, 2022; Tran et al., 2020). Various professions and workers in both developed and developing countries are affected by work-related stress, which is a global problem. (Riza et al., 2019; Handayani et al., 2022). During the pandemic, the percentage of work-related stress in Indonesia reached 80% in services, trade, construction, manufacturing, and mining. The construction sector has the highest percentage

of occupational stress, with 31%, while the trade sector has the highest percentage, with 30%. (Bahri & Nurmalasary, 2022). In Indonesia, work stress is the cause of 9.8% of mental and emotional disorders. (Azhar & Iriani, 2021). In 2017/2018, 1,800 people out of 100,000 employees experienced work-related depression and stress. Both government employees and non-state civil servants experience work stress (Reppi et al., 2020). The long-term stress that workers experience can affect their performance, which in turn negatively impacts the productivity of the organization.

Groups of one or two people are even more so-called dynamics. This dynamic certainly exists in every company, because those who are referred to as group dynamics are those who have different relationships between human beings and include social, emotional, and cognitive aspects. If there is an employee experiencing work stress because they cannot adapt to existing technological advances, it could be that other people experience the same thing and may not experience the same thing. It can happen because they are in the same place and become one group in a company. As long as they carry out their work and responsibilities in the company, where they have interacted with each other, they can exchange ideas, exchange opinions, or exchange information. Group dynamics has many benefits, one of which is that it can create good communication. Effective communication can create an atmosphere that allows group members to work together and understand each other. In addition, effective communication can increase productivity and improve group cooperation. To achieve this, group members must have the ability to communicate and make decisions simultaneously. In addition, a successful group must create an atmosphere in which people understand each other and are tolerant. This will help create a pleasant work environment where group members can cooperate clearly and productively.

Every organization has a goal to develop and progress. The challenges faced by organizations are also increasing in today's era of increasing development and technology. All members of the organization face this problem. (Febriana, 2016). If an agency can manage and mobilize the resources it has, then the agency will run and grow. The resources in the agency determine whether or not the agency is running. If a group can create effective communication, the company will have good human resources so that the goals of the company are achieved.

## RESEARCH METHOD

In compiling this scientific article, the method used by researchers is a literature study. The writing of this article is carried out using the literature study method (literature review). Research methods are carried out by reviewing research articles or journals that have previously been carried out. After collecting several scientific articles that have been published, then the researcher analyzes them to get conclusions that are by the literature study method. Search for scientific articles that have been published through the Google Scholar site.

## RESULTS AND DISCUSSION

The study of human behavior within an organization or a particular group is called organizational behavior. It includes things produced by organizations against humans and things produced by humans against organizations. The simpler purpose of this study is to determine how human behavior affects organizational efforts to achieve goals. (Thoah, 2007:5). (Sokarno, 2002: 1) said that to understand, explain, consider, and influence or change human behavior in the organization where they work, organizational behavior is "important". There are three components in this sense: 1) organizational behavior sees clear (visible) behavior, such as talking to friends in the organization, using computers, and making reports; 2) organizational behavior looks at the behavior of individuals, both as members of groups and individuals; and 3) group behavior also looks at group behavior and the organization itself. (Arifin Tahir, 2014: 28-29).

The individual level, which analyzes a person's behavior based on personality interactions, including traits, attitudes, and personality, is one of the three levels of organizational behavior. It is entirely possible for the organization in which a person works to influence their behavior by changing one or more factors that determine their behavior. Many factors can influence a person's behavior. There are times when a person's behavior is influenced by his abilities, there are also his needs, his environment, and his life expectancy (Purnamasari, 2016: 160). To understand that the factors influencing an organization consist of individuals, groups, and leadership. Group factors are also influenced by group members, such as group rules, values, and habits. Organizational factors, that is, the position of a person within an organization, also affect the interaction within it. All of this has an impact on an organization. To move the organization forward, leaders must be able to change situations and instill a culture and values that allow all team members to work together and generate profits to achieve common goals.

The following factors can affect an organization: the individuals or groups that make it up; individuals, thoughts, feelings, and individuals who make up the internal social system of the organization. They consist of

individuals and groups, from large groups to small groups. There are also informal and unofficial groups, and there are also more official or formal groups. Each group moves. Groups form, change, and disintegrate. People in a group can create an organization to achieve its goals because they have thoughts and feelings.

Environment (in which organizations operate): impacts individual perspectives, working circumstances, and competition for resources and power. It is important to consider the external environment, which includes the environment in which the organization operates and the way the people in it act. Organizations are not the only individuals; It is part of a large system made up of many interconnected elements, and all of these elements will influence each other in a complex system that shapes the lifestyle of a group of people. The outside environment can influence people's attitudes, workplace circumstances, and competition to produce resources and wealth.

Technology and resources used by people in the workplace Technology resources are very influential for an organization; Without them, it is impossible to make something. Technology helps in things like constructing buildings, designing and assembling machines, creating work processes, and assembling resources. This technology affects labor relationships.

The organizational structure determines the official relations of individuals within it. It is very important to have various fields of work to enable all activities and tanga activities within the organization to run smoothly. Managers, employees, accountants, etc. exist. For fun to work well, they must be connected in a certain structured way. If the management structure of the organization functions properly, all of these relationships will cause problems and problems. In organizations, one interrelated party with the other must communicate with each other. Communication among employees is very important because it can reduce and avoid conflicts so that the work team can believe in work decisions (Rajagukguk, 2017: 136).

All of the above elements, including people, environment, technology, and structure, relate to each other and influence and support each other. How a company advances or retreats depends on how a leader utilizes each element for the benefit of the company.

The System Model is a model of current organizational behavior used to improve job performance. In this model, a person doing the work considers more than just money; They consider the security of their work and that of their team. Millennial employees expect trust, an ethical-first workplace, caring and generous leaders, and a work environment that prioritizes belonging and brotherhood. Identification of progress and management of employee strengths is the focus of the system model. Leaders concentrate more on helping employees cultivate qualities such as optimism, confidence, empathy, trust, a sense of respect, success, courage, and happiness. Leaders in this model educate and protect employees to create a positive work culture that encourages commitment, determination, social intelligence, and organizational success (Newstors 39). Both managers and employees feel ownership and benefit from this system model. Psychologically, every member of the company has a sense of belonging to the company, its goods, and its services. Everyone feels responsible and owned, just like at home. Employees have strong motivations, their needs and wants are met, and they have passion and commitment to the company's goals rather than just their wants and needs.

In the modernization era like today, employees or workers face various challenges from various jobs that can affect performance or stress levels in a person, various demands such as work that requires large responsibilities, tight time limits, or important decisions and conflicts between co-workers, remuneration that is too low and family problems can increase stress levels. (Rahmah et al., 2021). Work stress is an ever-changing state in which a person is faced with demands, obstacles, and opportunities related to their goals. Although the results are uncertain, the results are considered important although uncertain. Work stress has a significant impact on a company. Not only that, work stress has an impact on worker performance, emotions, and behavior. Common symptoms of people experiencing high work stress include difficulty concentrating, withdrawing from social interactions, and having excessive feelings of anxiety or distress. (Arta et al., 2023)

Work stress is an important aspect of the company, especially its relation to employee performance. The company must have a good performance to make a profit. Conversely, if the company's performance declines, of course, the company will experience losses. To improve company performance, employee performance must improve better. Therefore, employee performance must be maintained and maintained properly from symptoms of work stress. Group dynamics can also have a significant influence on an individual's work stress levels in the work environment. Positive group dynamics can provide a strong source of social support. Supportive group members can help reduce work stress levels by providing a place to share experiences and overcome challenges together. Changes in group dynamics, such as changes in group members or organizational structure, can create uncertainty that can increase stress levels. Individuals may feel unstable or unable to predict their work environment. (Sudiro, 2021).

## CONCLUSION

All factors can influence a person's behavior. Many factors influence a person's behavior, such as the abilities a person possesses, a person's needs, the environment, and life expectancy. As with an organization that is in one group, to achieve goals that are desired in the organization one must be able to keep up with the increasingly modern times. Everyone is forced to be able to face new challenges in this modern era, if we miss one step in keeping up with the times then we will find it difficult to adapt in organizations that all already use digital footprints. If we experience difficulties ourselves, it will cause a level of work stress which will later affect the performance of an employee. Companies will find it difficult to keep up with the development of this modern era if their human resources are not happy with the work undertaken.

## Suggestion

It is expected for all readers to be more technologically literate, follow all changes from This increasingly modern technological advancement. All our activities both in the world of education, the world of work, the world of entertainment, and others can never be separated from the name of technology. Everything will feel easier if we master and keep up with the times.

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