Locus of Control, Social Support and Job Stress of Civil Servant in Banjar District, South Kalimantan, Indonesia

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Based on the WHO report in 2014, as many as 8% of diseases caused by work are depression or stress. The results of the 2014 Labor Force Survey found 440,000 cases of stress caused by work. 35% of the stress due to work is fatal and it is estimated that the working day is lost by 43%. A survey conducted by Regus Asia (2012) found that 64% of workers in Indonesia experienced increased stress compared to 2011. Regus survey results (Ramadian, G, 2017) in 2017 involving more than 16,000 professional workers found that 64% of workers in Indonesia feels that stress is increasing compared to the previous year. The increase in work stress makes most employees experience burnout, so the company will lose quality workers and decreased productivity. The increasing work stress on employees has negative impacts such as absenteeism, loss of productivity, low job satisfaction and psychological and physical illnesses. Therefore efforts to reduce and control work stress are very important in a company (Karimi, R, Alipour, F, 2011). According to Nevid (in Juniarly, 2012) there are several psychological factors that can reduce work stress, including stress coping, hopes for self-efficacy, psychological resilience, optimism, ethnic identity and social support. The results of Roddenberry (2007) study of students in America about the relationship between locus of control and self-efficacy with stress, found a correlation between locus of control and stress. In that study it was also found that external locus of control was associated with an increase in the level of stress in a person. While low stress levels are associated with a high level of internal locus of control. The results of the Setyaningrum study (2014) show that social support has an influence on work stress on health workers. The Viswesvaran, Sanchez, and Fisher (1999) study found that social support was also able to reduce the level of stress felt by the individual.

Researcher	Research Title	Result
Colin, Silverthorn, (2007)	The impact of locus of control on job stress, job performance and job satisfaction in Taiwan	Individuals with high internal locus of control will tend to have lower levels of work stress and higher levels of performance and job satisfaction.
Karimi R. & Alipour F (2011)	Reduce Job stress in Organizations: Role of Locus of Control	Locus of control can be an effective factor for reducing stress in the workplace
Kumar R & Bano B. (2012)	Impact Of Locus Of Control On Job Stress: An Empirical Study	Locus Of Control has a significant correlation with work stress, where individuals who tend to Internal Locus Of Control have low stress levels
Ismail A., Suhaimi F. F., Bakar R. A., & Alam S. S. (2013)	Job Stress with Supervisor's Social Support as a Determinant of Work Intrusion on Family Conflict	Employees who are given social support from their superiors will be able to deal with work stress in their jobs. In addition, social support can encourage employees behave positively.
Viswesvaran C., Juan I., Sanchez and Fisher J. (1999)	The Role of Social Support in the Process of Work Stress: A Meta-Analysis	Social support is able to reduce the tension felt by employees besides social support is also able to reduce work stress felt by employees

Hypothesis:

1. There is a relationship between internal locus of control and social support with work stress on employees of district government agencies in Banjar
2. There is a negative relationship between internal locus of control and work stress on employees of the district government agencies in Banjar
3. There is a negative relationship between social support and work stress on employees of the district government agencies in Banjar.

Characteristic of Subject

Sex	Frequency	Percentage (%)
Man	46	43,4
Woman	60	56,6
Totally	106	100,0

Years of Work	Frequency	Percentage (%)
0 – 10 Years	45	42,5
11 – 20 Years	40	37,7
21 – 30 Years	21	19,8
Totally	106	100,0

Results:

1. First Hypothesis : $F = 63,269$ and $p = 0,000$ ($p < 0,01$) (internal locus of control and social support affect work stress).
2. Second Hypothesis : $t = -2,067$ and $p = 0,041$ ($p < 0,05$) (internal locus of control negatively correlates with work stress).
3. Third Hypothesis : $t = -2.485$ and $p = 0.015$ ($p < 0.05$) (social support negatively correlates with work stress).

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