Positive Perspective: The Role of Narsism and Job Stressors on Work Productivity at Muhammadiyah University of Makassar

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Article Info	ABSTRACT
	Many have carried out comprehensive testing. High work demands, but not accompanied by a conducive work environment can affect a person's productivity. This research is very important considering that work productivity is a demand, especially for study programs as a driver for the development and progress of a study program. Study programs have very extreme working hours which often cause some individuals to become stressed. This research emphasizes narsism in negative perceptions, uses secondary data and tries to construct other dimensions of narsism through positive perceptions which can stimulate work productivity both individually and in the surrounding environment. The objectives of this research are focused on 1) obtaining empirical evidence of the influence of narsism and job stressors on work productivity, 2) To check the tendency for narcissistic behavior to have a negative or positive value on work productivity. The research was analyzed using Structural Equation Modeling (SEM) with the Partial Least Squares (PLS) approach. The research results show that Narsism has no effect on work productivity, while Job Stressors have a positive and significant effect on work productivity at the Muhammadiyah University of Makassar. *This is an open access article under the CC BY-SA license.*

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Introduction

Human resources are assets that have the most important role in an organization or company. Several methods are used by organizations to optimize the resources they have, namely by improving existing technology with the aim of efficiency and increasing productivity. Apart from technology, employees are the main factor that is the key to an organization's success in being able to compete in the global world. The employee roles in question are the role of employees as thinkers, planners, movers and controllers of activities within an organization. The important role held by employees means that employees are required to be able to carry out their duties as well as possible, so that they can produce the achievements and performance expected by the organization. There are many things that can be done to support the achievement of organizational goals, one of which is by giving a positive impression to employees by behaving narcissistically. A leader must have narcissistic behavior by prioritizing his ambitions.

Leader narsism is needed to attract the attention of employees. Narsism has a healthy role in the sense of getting a person to stop depending on other people's standards and achievements to make themselves happy, but if the amount is excessive it can cause a pathological personality disorder. Narcissistic individuals usually have a strong sense of self-confidence, but if their narsism has led to pathological disorders, then a strong sense of self-confidence can be classified as an unhealthy sense of self-confidence, because they only see themselves as the greatest compared to other people without respecting other people [1]. Someone who has narcissistic traits tends to like receiving praise for their achievements. So that when you receive criticism or comments from other people regarding your ideas or activities, it will give rise to feelings of doubt about your self-worth [2]. Narcissism is self-admiration characterized by a tendency toward admirable ideas, a habit of fantasizing, exhibitionism, being defensive in response to criticism, interpersonal relationships characterized by feelings of entitlement, being exploitative, and a lack of empathy [4].

The various traits and behaviors possessed by leaders certainly have advantages and disadvantages. Good traits and behavior will improve performance and create a comfortable work environment and atmosphere for other employees, whereas bad traits and behavior will reduce employee performance and create an uncomfortable work environment and atmosphere for other employees. There needs to be special attention from the company in managing the characteristics and behavior of employees so that it can have a positive influence on the company, both in the short and long term. Narcissistic individuals like to brag and expect others to give them praise. The goal to be achieved in work is not money but adoration accompanied by success [5]. Individuals with a narcissistic personality tend to look at other people who are more successful, so that a high level of difficulty in work is seen as an opportunity to prove that they are more special than other people. Therefore, they work tirelessly to be able to compete with other people so that individuals with narcissistic personalities have the potential to be successful at work.

People who are identified with narsism, self-centeredness, and entitlement are also identified with high concern for education. Narcissistic people believe that education is the key to success. People like this want to always increase their knowledge by undergoing higher education. Awareness of the importance of education makes them focus on high academic scores. And also when the job target is predicted to be difficult to achieve, high narsism tends to arouse enthusiasm to feel challenged and improve their performance. Conversely, when the job target is predicted to be easy to achieve, high narsism does not show an increase in performance. One factor that influences performance is work stress. Every individual, when attached to a group or organization, can become a source of stress for other individuals. Likewise, in the world of work, every employee can be a source of stress for other employees in the same company. If the level of work load received by employees exceeds the employee's abilities, it will cause job overload, so that employees will easily feel excessive fatigue. This makes it very likely that employee performance and productivity will decrease.

Work stress experienced by employees arises because of the employee's attitude in the process of completing their work because employees experience disorders both physically and psychologically [6][7]. [8] Stress is a situation beyond the limits of a person's abilities It is considered to put pressure on a person's self and soul, so that if this continues to be left without a solution it will have an impact on health. Work stress is caused by a lack of human understanding of their own limitations [9]. A person who is forced to complete a task with an amount and time target that does not match his or her abilities has the potential to cause stress. Several factors influence work stress, namely environmental factors, organizational factors and individual factors [10]. Humans with the inability to fight limitations such as the basic types of stress will cause frustration, conflict, anxiety and feelings of guilt.

One of the reasons why work stress needs to be understood is that work stress is not being able to work optimally so it will have a negative impact on work results, or in other words, employees cannot optimize their work results. Employees also need to get support from the organization [11] [12]. Because employees want to feel that they are contributing to the company's success. [13]. Perceived organizational support is the level to which employees believe that the organization values employee contributions and cares about their welfare, resulting in a reciprocal relationship between the two. One of the determinants of whether individuals will be able to carry out activity tasks and continue trying if they encounter obstacles in achieving certain goals, namely *self-efficacy* [14] [15]. *Self-efficacy* is very necessary in developing employee performance because the presence of self-efficacy in individuals will create confidence in their ability to complete the work given by their superiors in a timely manner [16]. *Self-efficacy* is a belief held about one's ability or inability to exhibit a certain behavior or set of behaviors. Meanwhile, the concept of self-efficacy relates to the extent to which an individual is able to have the abilities, potential and tendencies that exist within him to be combined into certain actions to overcome situations that may be faced in the future [15].

The work environment is assessed as another factor that contributes to employee performance [17] . A comfortable, conducive and supportive work environment is considered to be able to create feelings of comfort and security in employees, so that employees are able to have high productivity and work morale [18]. The work environment is classified into physical and psychological environments, both of which can influence a person's performance in the Company. Work productivity is one of the important assets in a company. Whether a company is developing or not can be judged by the performance of its employees. Poor employee productivity will certainly have a negative impact on a company and good employee performance will certainly have a good impact on a company. A company must try to increase the productivity of its employees by paying attention to the quality of its human resources and finding problems that can have a negative impact on the quality of human resources is one way to maintain or even improve employee performance [19] [20].

Believes that work productivity is a mental attitude to always get work results that are much better than before [21]. Employee productivity shows the work results that can be achieved by a person or group of people in an organization according to their respective authority and responsibilities, in order to achieve the goals of the organization concerned. Human resources are required to continue to improve their quality because basically human resources are the most important resources in an organization. Human resources must be individuals who learn a lot and do not feel that they have enough knowledge to develop optimally. The current phenomenon at Muhammadiyah University of Makassar is that community service is still not optimal because as a study program head and study program secretary, he is too busy taking care of administration, and also as a study program leader he has to hold lots of meetings with other leaders, so the resulting productivity is greatly reduced.

Research examining narsism and job stressors [7]. The results of this study reveal that narsism and job stressors influence negative emotions. Furthermore, research with the

title Another research conducted by [22] concerning the Influence of Narsism and Self-Efficacy on the Performance of OPPO Smartphone Employees in the Street-Lampung City Area. The result is that narsism under certain conditions has a positive impact on employee performance, as is the case with Self-Efficacy. Further research by [23] on Narsism and Work Stress, Their Influence on Workplace Deviance and Employee Performance in the Covid-19 Pandemic Era (Study at Bank Panin Malang Branch). The results of this research reveal that narsism and work stress have a significant negative effect on workplace deviation and have a positive influence on employee performance. Narsism shows a person's high self-confidence so that they consider themselves better than other people. Narsism tends to direct someone to try to increase their work productivity in order to gain recognition from other people. Besides that, job stressor is one of the variables that is often associated with a person's work productivity. Work stress can lead someone to work better, but in conditions that cannot be controlled, stress will have a negative impact [24] [25]. Therefore, it is important to conduct research to examine the relationship between narcissism and job stressors on work productivity.

The novelty of this research lies in the narsism variable. Previous research emphasized narsism and job stressors in negative perceptions and used secondary data. This research tries to construct other dimensions of positive perceived narsism (positive image) which can stimulate work productivity both individually and environmental work productivity. On the other hand, this research contributes to science, especially in the field of Human Resource Management (HR), where we know that HR is a valuable asset for an institution or company. The central perception of HR science lies in the aspect of an employee's narcissistic behavior in efforts to improve performance for the company/institution/institution.

Method

This research is research with descriptive and causal analysis with a quantitative approach. The variables in this study consist of independent variables, namely Narsism

(X1), Work Stress (X2), Productivity (Y). The research was conducted at Muhammadiyah University of Makassar. The research was carried out for 2 months. The population and sample in the research were all heads of study programs and secretaries of study programs in each department within the Muhammadiyah University of Makassar. The data in the research consists of primary data, namely questionnaires with a Likert scale and field observations, as well as secondary data. Data analysis in this research uses descriptive analysis and Structural Equation Modeling (SEM) analysis with the Partial Least Squares (PLS) approach. The regression equation in this research is:

$$Y = a + b_1 X_1 + b_2 X_2 + e \dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots\dots(1)$$

Information:

Y	= Work Productivity
a	= Constant
β1 β2	= Regression coefficient
X^1	= Narsism Variable
X^2	= Job Stressor Variable

Results and Discussion

Evaluation of Outer Model (Measurement Model): Validity and Reliability Testing

Convergent validity is part of the measurement model which in SEM-PLS is usually called the outer model, while in covariance-based SEM it is called confirmatory factor analysis (CFA) There are two criteria to assess whether the outer model (measurement model) meets the convergent validity requirements for reflective constructs, namely (1) loading must be above 0.7 and (2) the p value is significant (<0.05) [26] [27]. However, in some cases, loading requirements above 0.7 are often not met, especially for newly developed questionnaires. Therefore, loadings between 0.40-0.70 should be considered to be maintained [27]. Indicators with loadings below 0.40 should be removed

from the model. However, for indicators with loadings between 0.40 and 0.70, we should analyze the impact of the decision to delete these indicators on average variance extracted (AVE) and composite reliability. We can remove indicators with loadings between 0.40 and 0.70 if the indicators can increase average variance extracted (AVE) and composite reliability above their limits (thresholds) [26]. The AVE limit value is 0.50 and composite reliability is 0.7. Another consideration in deleting indicators is the impact on the construct's content validity. Indicators with small loadings are sometimes retained because they contribute to construct validity [28]. Table 1 presents the loading values for each indicator.

Table 1. Validity Testing based on Factor Loading

	Narsism	Job Stressors	Work Productivity
X1.10	,932		
X1.12	,844		
X1.3	,781		
X1.4	,878		
X1.5	,765		
X1.6	,804		
X1.7	,831		
X1.8	,815		
X1.9	,922		
X2.1		,798	
X2.10		,792	
X2.12		,731	
X2.13		,792	
X2.3		,720	
X2.4		,780	
X2.5		,811	
X2.6		,757	
X2.7		,762	
X2.8		,732	
X2.9		,806	
Y1			,822
Y10			,769

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Y11		,710
Y12		,756
Y2		,910
Y3		,809
Y4		,899
Y5		,886
Y6		,827
Y7		,804
Y8		,711
X1.1	,824	

Processed data by the researcherusing SEM PLS (2024)

Based on testing the validity of the factor loadings in Table 1, it is known that all loading values are > 0.7, which means they have met the validity requirements based on the loading values. Thus, there is consistency in the statements for each variable used. The results of the SEM PLS model calculations can be seen in Figure 1 below.
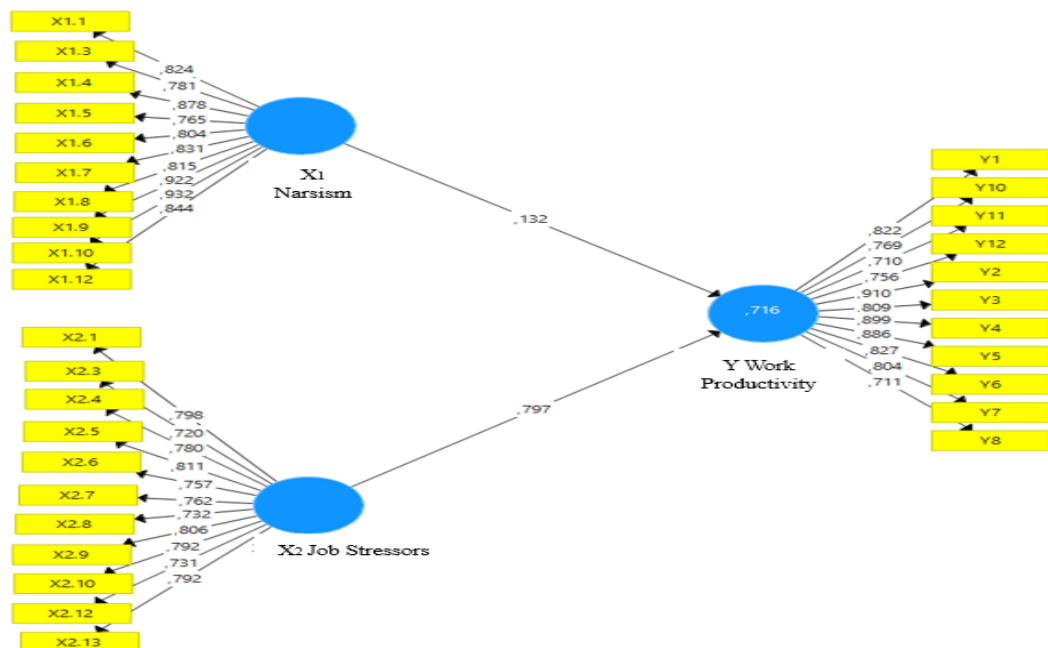
Figure 1. Validity Testing based on Factor Loading

Figure 1 above show that all indicators in the Narsism variable (X_1) have a value of >0.70. Thus, it has met convergent validity. In testing the Job Stressor variable (X2), each indicator has a loading factor value of >0.7, which means it meets the validity requirements based on the loading value. Based on these results, it is known that all loading values are > 0.7, which means they have met the validity requirements based on the loading values. Next, validity testing is carried out based on the average variance extracted (AVE) value.

Table 2. Validity Testing based on Average Variance Extracted (AVE)

	Average Variance Extracted (AVE)
Narsism	,708
Job Stressors	,596
Work Productivity	,659

Processed data by the researcherusing SEM PLS (2024)

Convergent validity can be seen in the Average Variance Extracted (AVE) value. The recommended AVE value is > 0.5. Based on the AVE test results above, it is known that each variable has an AVE value > 0.5, which means it has met the validity requirements based on AVE. Thus, there are no convergent validity problems in the model being tested, or in other words, the constructs in this research model have good discriminant validity. Next, reliability testing is carried out based on the composite reliability (CR) value.

Table 3. Reliability Testing based on Composite Reliability (CR)

	Composite Reliability
Narsism	,960
Job Stressors	,942
Work Productivity	,955

Processed data by the researcherusing SEM PLS (2024)

The recommended CR value is above 0.7 [26]. The test results in table 3 show that the CR value for each variable is > 0.7. This shows that each variable has a value that

meets the minimum reliability requirements based on CR. Next, reliability testing was carried out based on the Cronbach's alpha (CA) value.

Table 4. Reliability Testing based on Cronbach's Alpha (CA)

	Cronbach's Alpha
Narsism	,954
Job Stressors	,937
Work Productivity	,948

Processed data by the researcherusing SEM PLS (2024)

The recommended CA value is above 0.7 [26]. The test results obtained in table 4 above show that each variable tested in the model has a CA value > 0.7. This means that each variable has met the reliability requirements based on Cronbach's alpha. Next, discriminant validity testing was carried out using the Fornell-Larcker approach. Table 5 presents the results of discriminant validity testing.

Table 5. Discriminant Validity Test

	Composite Reliability	AVE ROOT
Narsism	,960	,979
Job Stressors	,942	,970
Work Productivity	,955	,977

Processed data by the researcherusing SEM PLS (2024)

In discriminant validity testing, the AVE square root value of a latent variable is compared with the correlation value between that latent variable and other latent variables. Based on Table 5, it is known that the square root value of AVE for each latent variable is greater than the correlation value between that latent variable and other latent variables. So it is concluded that it has met the requirements for discriminant validity.

Significance Test of Influence (Boostrapping) (Hypothesis Test) (Inner Model)

Table 6. Path Coefficient Test & Significance of Effect

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (| O/STDEV |)	P Values
Narsism (X1) ->Work Productivity (Y)	,133	,120	,106	1,257	,108
Job Stressors (X2) ->Work Productivity (Y)	,798	,815	,083	9,573	,000

Processed data by the researcherusing SEM PLS (2024)

Based on the results in Table 6, the following results were obtained: 1) Narsism (X1) has no positive and significant effect on work productivity (Y) with a P-Value of 0.108> 0.05. This means that based on the results of statistical tests the narsism variable does not have a significant influence on work productivity. In this way, someone will try to increase their productivity without needing self-recognition from others for their achievements. 2) Job Stressors has a positive and significant effect on work productivity (Y) with a P-Value of 0.000 < 0.05. This means that work stress has an impact on increasing work productivity, when someone tries to work better to deal with the pressure that occurs at work.

Tabel 7. R-Square

	R Square	Adjusted R Square
Work Productivity	,716	,700

Processed data by the researcherusing SEM PLS (2024)

Table 7 above shows the results of the R-Square test to assess how much influence the independent variable has on the dependent variable. According to these results it is known that the R-Square value of Work Productivity (Y) is 0.716, which means (X1 and X2) are able to explain Work Productivity (Y) of 71.6%.

Discussion

The Effect of Narsism on Work Productivity

The results of this study show that narsism does not have a positive and significant effect on work productivity at Muhammadiyah University of Makassar. There are several factors that influence this condition. First, narsism is basically a trait related to excessive self-love, with characteristics such as the desire to be admired, exhibitionism, and a lack of empathy for others. However, in the context of this research, individuals who have leadership positions, such as the Chair and Secretary of the Study Program, show a more open and collaborative attitude. They are more likely to accept ideas from others and do not display the domineering or arrogant behavior often associated with narcissism. This indicates that in a work environment that prioritizes teamwork and collaboration, narsism does not make a significant contribution to increasing work productivity. Second, work motivation in the environment studied is more influenced by the value of the benefits of the work itself than by narcissistic drives. Work productivity is closely related to internal motivation to complete tasks well and achieve useful results, not with the desire to appear superior or gain recognition from others. Therefore, although narsism traits may be able to motivate someone in certain situations, in the context of this study, motivation derived from narsism is not strong enough to drive increased performance. Conversely, individuals tend to work harder if they see real benefits from their work, rather than simply fulfilling narcissistic needs. This research also highlights the importance of collaboration and task delegation in influencing productivity. At Muhammadiyah University of Makassar, important tasks are often shared and discussed together by the leadership and other team members. In this situation, narsism which tends to be individualistic does not make a significant contribution to productivity, because a more collaborative and open work environment encourages increased performance. Thus, the results of this study indicate that in a collective and well-organized work context, narcissistic traits are not the main factor in determining work productivity.

The Effect of Job Stressors on Work Productivity

Stress can be defined as worsening emotional and physical conditions in life (Buhler, 2007). Stress can be described as feelings of tension, anxiety, or worry. Scientifically, all these feelings are manifestations of the experience of stress, a complex response program that perceives threats that can lead to positive or negative outcomes. This research shows the results that job stressors have a positive and significant effect on productivity at Muhammadiyah University of Makassar. This means that job stressors that can be managed well and supported by a supportive work situation will increase work productivity. Job stressors and productivity have a close relationship in the world of work. In certain situations, stress can have a positive impact on productivity, for example when individuals feel motivated to work harder to face work challenges. Managing job stressors needs to be supported by effective strategies to prevent and overcome stress, so that employee productivity can be maintained and even increased.

Conclusion

Referring to the research results and data analysis, it can be concluded that narsism has no effect on work productivity. So it can be said that a person works not because of his behavior but the motivation that influences him to be productive or not. However, looking for truly painstaking and pure human resources for the development of Muhammadiyah University of Makassar is very important. The right employee is obtained from a track record and assessment of the surrounding environment, not because of self-recognition. Job stressors have a positive and significant effect on work productivity at the Muhammadiyah University of Makassar. Everyone certainly has different motivations for doing work. sources of stress that can be managed well will increase a person's work productivity because they perceive it as a challenge that encourages them to work better. Therefore, it needs to be supported by a conducive work environment and ap propriate strategies to support employees in achieving the expected targets.

Acknowledgements

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