THE RELATIONSHIP BETWEEN THE BIG FIVE FACTOR PERSONALITY (NEO-PI-R) AND OCCUPATIONAL STRESS WITH OCCUPATIONAL ACCIDENT ON MEMBERS OF SAT INTELKAM IN POLICE DEPARTMENT OF RESORT PEKANBARU CITY

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ABSTRACT

This study at to determine the relationship between the Big Five Factor Personality (NEO-PI-R) and Occupational Stress with Occupational Accident. This research was conducted using a quantitative approach. The number of subjects in this research were 43 members of Sat Intelkam in Police Department of Resort Pekanbaru City that were taken by purposive sampling. Based on the results of data analysis with values obtained from multiple correlation analysis with (r) is 0.556 with a significance (p) of 0.001 (p <0.05), the results showed a significant positive relationship between the Big Five Factor personality (NEO- PI-R) and occupational stress with occupational accident on members of Sat Intelkam in Police Department of Resort Pekanbaru City. Partial assay results between the Big Five Factor personality (NEO-PI-R) with occupational accidents using product moment correlation analysis with (r) is 0.506 and a significance (p) is 0.001 (p <0.05), the results of the study showed an association significant positive between the Big Five Factor personality (NEO-PI-R) with a work accident on members of Sat Intelkam in Police Department of Resort Pekanbaru City. The other test results between occupational stress with occupational accidents using product moment correlation analysis with (r) is 0.305 and a significance (p) is 0.046 (p <0.05), the results of the study showed a significant positive correlation between Occupational Stress and occupational Accident on members of Sat Intelkam in Police Department of Resort Pekanbaru City. 506 and a significance (p) is 0.001 (p <0.05), the results of the study showed an association significant positive between the Big Five Factor personality (NEO-PI-R) with a work accident on members of Sat Intelkam in Police Department of Resort Pekanbaru City. The other test results between occupational stress with occupational accidents using product moment correlation analysis with (r) is 0.305 and a significance (p) is 0.046 (p <0.05), the results of the study showed a significant positive correlation between Occupational Stress and occupational Accident on members of Sat Intelkam in Police Department of Resort Pekanbaru City. 506 and a significance (p) is 0.001 (p <0.05), the results of the study showed an association significant positive between the Big Five Factor personality (NEO-PI-R) with a work accident on members of Sat Intelkam in Police Department of Resort Pekanbaru City. The other test results between occupational stress with occupational accidents using product moment correlation analysis with (r) is 0.305 and a significance (p) is 0.046 (p <0.05), the results of the study showed a significant positive correlation between Occupational Stress and occupational Accident on members of Sat Intelkam in Police

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KEYWORDS: Big Five Factor personality (NEO-PI-R), occupational stress, occupational accident, members of Sat Intelkam

INTRODUCTION

The desire to meet the needs of daily life becomes a person's impetus to do a job ranging from low-risk work to high-risk work. One of the high-risk jobs that needs to be considered is the problem of work accidents for members of the Indonesian National Police, hereinafter referred to as Polri (Ridley, 2004).

Based on the 1945 Constitution article 27 paragraph (2) states that "Every citizen has the right to work and other livelihoodsok for humanity" The sentence for a decent job and living is All Indonesian citizens as a society have the right to get work in conditions that are safe, secure, healthy, and free from accidents and occupational diseases (Suma'myrrh, 1996).

Accidents due to work are accidents related to work relations in companies or offices. The employment relationship here means that accidents can occur due to work or at the time of carrying out work (Sucipto, 2014).

In general, accidents are caused by many factors. According to Ridley (2004), work accidents are caused by several factors, namely 1) Work Situation which includes lack of management control, minimal work standards, not meeting standards, failed equipment or insufficient workplace; 2) People's mistakes which include minimal skills and knowledge, physical or mental problems, minimal motivation or misplacement, lack of attention; 3) Unsafe Actions which include not following approved work methods, taking shortcuts, removing or not using work safety equipment; 4) Accidents which include unexpected events, due to contact with dangerous machines or electricity, falling, being hit by work materials, and so on.

According to Bird and Germain Jr. (1990) accidents can also cause hidden losses which include 1) Losses due to lost working time of injured employees; 2) Losses due to the loss of work time of other employees who do not understand the accident because of curiosity, sympathy, and helping injured employees; 3) Losses due to lost time for foremen, supervisors or other leaders for assisting injured employees, investigating the causes of accidents, preparing accident reports, and preparing corrective actions to be taken to repair the damage suffered; 4) Losses due to damage to work tools, machines, tools, other regulations and damage to the environment resulting from the accident; 5) Incidental losses due to interruption of work;

suma'mur (1996) said that pThere are many accidents, about 88% of the causes of accidents are human factors, 10% environmental factors, and 2% natural factors. Therefore, human resources in this case play a very important role in creating an accident-free situation. Workers who want to get used to being in a safe position and using equipment that has been checked for safety and doing their work safely will be very helpful in reducing the number of work accidents.

Winarsunu (2008) explains that work accidents are influenced by the behavior of workers when completing their tasks. A number of studies on the contribution of personality factors as the cause of accidents have been carried out on cases of work accidents. Miner and Oborne (in Winarsunu, 2008) say that the contribution of personality factors is divided into two areas, namely: accident prone personality and the relationship between accident and personality.

According to the results of research by Shaw and Sichel (in Winarsunu, 2008) that personality traits that contribute to accidents can be seen in drivers with good categories who tend to have stable intraversal personalities (thinking, peaceful, restrained, calm), while drivers with bad categories tend to toward the unstable extraverse type (anxious, active, friendly).

The same result was reported by Fine (in Winarsunu, 2008) that the drivers who scored on the high extraversity scale had more accident records and committed driving violations than the intraversed ones. According to Nuebert (in Winarsunu, 2008), the two personalities above are closely related to the Big Five Factor personality, the Big Five Factor personality is highly correlated with the dangerous behavior of an individual in carrying out daily tasks that can cause work accidents. The Big Five Factor personality approach has become the dominant framework for identifying and classifying a person's traits (Robbins & Judge, 2008).

According to Judge, Martocchio and Thoresen (in Robbins & Judge, 2008), said that the Big Five Factor personality includes, among others, extraversion, agreeableness, conscientiousness, emotional stability, and openness to experience. This Big Five Factor personality has a wide range of occupations that can be seen in professionals (including engineers, architects, accountants, and lawyers), police officers, managers, salespeople, and skilled and less skilled employees.

The Big Five Factor personality has other implications for work and life. According to Farhadi, Fatimah, & Shahrazad (2012) that extraversion, conscientiousness and agreeableness produce a significant relationship with behavior that has the potential to cause work accidents. Basically, the behavior of the individual is closely related to the personality that exists in the individual, and the personality of the Big Five Factor is very active in it. Five personality factors which are one of these personality theories were developed with five factors that can reflect a person's ability to behave in a certain way better or not (Widhiastuti, 2005). The low accuracy factor causes individuals to have the wrong path in carrying out their work or even lose their jobs (Widhiastuti, 2005). As a result of this job loss, a worker has a tendency to experience work stress.

According to Ross & Altmaier (in Latifah, 2013) job stress is an interaction between working conditions and worker characteristics, where the demands of the job exceed one's ability to deal with it. Job stress is considered as an accumulation of stressors (sources of stress), work-related situations, which are considered stressful by individuals.

According to Rice (in Latifah, 2013) work stress can have a negative impact on organizations and individuals. The negative impacts that can be caused by work stress for organizations include reducing performance and productivity, increasing absenteeism, and reducing income. As for individuals, work stress can cause problems in physical health, psychological stress and behavioral changes.

Notoatmodjo (2002) says that stress can occur in almost all workers, both at the leadership and executive levels. Working conditions that are not good environment have the potential to cause stress for workers. Stress in the work environment is unavoidable, what can be done is how to manage, overcome or prevent the occurrence of stress, so that it does not interfere with work.

National Safety Council (1994), explained that there is no job that is free from stress. It is known that some jobs are more stressful than others. The jobs that are considered the most dominant causing stress are post office employees, airplane pilots, secretaries, medical officers, nurses, firefighters, air traffic controllers, teachers in the city, middle-level managers, miners, and police.

Sources of stress in police work can be categorized into two, namely job characteristics and organizational factors. He, Zhao Thurman, & Ni (2003) mention that police work is a stressful job where it experiences direct interaction with frequent intensity with the public and is faced with the most threatening, antisocial, and untrustworthy elements of society. Direct and frequent contact with the public makes the police vulnerable to the negative effects of stress.

Howard (in Wijono, 2010) writes that work as a police officer can also be said to be a stressful job because police officers do not have control over the assignments given to them and it is difficult to deal with the perpetrators of the crimes they face. Other sources of stress associated with police work are occupational hazards, such as work accidents, and pressure from superiors in the office.

Dowler (in Wijono, 2010) explains that the source of stress that comes from organizational factors refers to the policies and practices of the Police department. These include matters relating to poor relations with superiors and co-workers, lack of communication among the Police hierarchy, lack of/lack of resources within the Police, lack of promotion opportunities, injustice, large number of reporting tasks, bureaucracy, lack of training, inadequate work equipment, shift work, and working on weekends and holidays.

Dowler (in Wijono, 2010) explains that police officers who experience high levels of work stress will experience high psychological problems. In general, they experience poor health, are often absent from work, and police officers are not fully involved in the work or they may leave their jobs early.

Based on the information that the author obtained from the Pekanbaru Police Intelligence and Security Unit, it is known that the absenteeism rate for members of the Intelligence and Security Service Unit (neglect, lateness, permission, and leave) is at a high level. This level of absenteeism occurs because the workload is too heavy so that members of the Sat Intelkam tend to not come to work without information and the high transfer rate as a result of disputes between members of the Sat Intelkam which continuously results in members not feeling at home working in the intelligence function unit of the Pekanbaru Police Security.

The data on the absence of members of the Sat Intelkam for the last five years at the Pekanbaru Police show that the results are generally still below the standard, namely absenteeism in 2014 of (4.51%), absenteeism in 2015 (5.50%), absenteeism in 2016 of 6.24 %), absenteeism in 2017 was (5.54%) and absenteeism in 2018 was (6.23%) so it can be seen that the average attendance rate of members of the Pekanbaru Police Intelligence and Security Unit for the last five periods is (5.60%). From these data, it can be seen that the attendance level of members of the Sat Intelkam for work is still less than optimal which is one of the benchmarks for the occurrence of work stress experienced by members of the Sat Intelkam Polresta Pekanbaru.

This is in line with Dowler's opinion (in Wijono, 2010) which explains that police officers who experience work stress levels will often be absent from work, and are not fully involved in work or they may quit their jobs early.

Referring to Article 4 of Law Number 23 of 1992 concerning Health, it is stated that members of the Indonesian National Police, hereinafter referred to as Polri, are part of the Indonesian community and human resources who have the same rights in obtaining optimal health degrees and are obliged to participate in maintain and improve the health status of individuals, families and the environment. Furthermore, according to article 23, it is explained that every workplace in this case the Polri organization is

obliged to provide occupational health which includes health services, prevention of occupational diseases, and occupational health requirements.

In line with the above, that all members of the National Police who are assigned to the function of the Security Intelligence Unit (Sat Intelkam) of the Pekanbaru Police are required to obtain protection in order to prevent and overcome diseases/health problems due to their work environment, in this case work stress.

Based on the Regulation of the National Police Chief Number: KEP/23/IX/2010 dated 30 September 2010 concerning Organizational Structure and Work Procedures at the Resort Police and Sector Police, it is explained that the Intelkam Functional Task Force, hereinafter referred to as Sat Intelkam, is one of the main implementing elements of the Police's duties in Pekanbaru City Resort (Polresta Pekanbaru) and its surroundings which have the main task of realizing domestic security that prioritizes prevention efforts by carrying out early detection and early warning through investigation, security, and fundraising actions within the jurisdiction of the Pekanbaru Police.

The implementation of the main tasks of the Sat Intelkam members always has challenges and obstacles that can potentially lead to work accidents in the field. Based on data obtained from the Pekanbaru Police Intelligence and Security Unit on April 4 2018, it was explained that the work accident data that occurred at the Pekanbaru Police Intelligence Security Unit had 43 members from 2014-2018, namely in 2014 there were 10 cases of work accidents. In 2015 there were 9 cases of accidents. In 2016 there were 15 cases of accidents, in 2017 there was an increase in work accidents, with 20 cases of work accidents. In 2018 the number of work accident cases increased again, which was 25 cases of work accidents.

Cases of work accidents at the Pekanbaru Police Intelligence and Security Unit with a workforce of 43 members of the Pekanbaru Police Security Intelligence Unit from year to year have increased and decreased, but work accidents were not so large. Not up to 50% of employees are affected by work accidents, but risks that are not quickly managed, analyzed and overcome will result in bad things and losses to the Polri institution. The work accident case occurred due to the high demands of work on members of the Sat Intelkam in which all members of the Sat Intelkam were required to be able to provide accurate information and data on all forms of vulnerabilities that threaten the security and security situation in the Pekanbaru Police jurisdiction.

The members of the Sat Intelkam are required to work beyond the effective limit of office hours which has an impact on a work environment that is not conducive, the absence of greetings and humane social interactions among fellow members of the Sat Intelkam, there is a tendency to behavior that prefers to give negative criticism to any behavior of colleagues. -coworkers and always bully coworkers who do work in accordance with the rules and directions of the leadership.

This is in accordance with the results of the author's brief interview with 10 members of the Pekanbaru Police Sat Intelkam on April 4 2018, which the author concludes that there are several factors that cause work stress for members of the Sat Intelkam, namely: 1) heavy workload; 2) work shifts; 3) long working time; 4) strict regulations or formalization; 5) work climate, especially interpersonal relationships that are less harmonious; 6) lack of career development; 7) inadequate welfare; and 8) unfavorable work environment. The reactions of Sat Intelkam members who are stressed at work are irritable, uncommunicative, mentally tired, loss of spontaneity and creativity, physically tired, headaches, excessive smoking, delaying or avoiding work, Job stress by organizational behavior experts has been stated as the causative agent of various physical, mental and even organizational output problems. Job stress does not only affect the individual, but also the organizational and industrial costs. Many studies link work stress with various things, for example work stress is associated with work accidents (Iswanto, 2001).

Based on the description above, it can be concluded that personality is a relatively stable characteristic that explains how individuals specifically react to various situations. Job stress is an interaction between working conditions and worker characteristics, in which job demands exceed one's ability to deal with it. And a work accident is an unexpected, unwanted, and can cause loss of life and property that occurs due to work or when carrying out work and on the way from home to work and returning home through the usual road or fair to go through. Therefore, the author is interested in taking the title, is there any"relationship between personalities Big Five Factor (NEO-PI-R) and work stress with work accidents among members of the Pekanbaru Police Intelligence and Security Unit?"

B. LITERATURE REVIEW

1. Work accident

Heinrich, Petersen, & Roos (in Winarsunu, 2008) say that a work accident or work-related accident is an unplanned and uncontrolled event as a result of an action or reaction to an object, material, person, or radiation that results in injury or possible consequences. other.

In line with this, Heinrich (in Winarsunu, 2008) also said that a work accident is a sudden unwanted event that results in death, injury, property damage or loss of time.

Referring to the source of Law no. 1 of 1970 concerning Occupational Safety, what is meant by a work accident is an unexpected and unwanted event that disrupts the regulated process of an activity and can cause harm to human victims or property.

Based on Law no. 3 of 1992 concerning Labor Social Security, a work accident is an accident that occurs at work since leaving home to work and returning home through the usual or normal road.
Work accidents according to the Regulation of the Minister of Manpower No. 03/Men/98 is an unwanted and unexpected event that can cause human and/or property casualties.

Based on some of the definitions mentioned above, it can be concluded that an accident due to work is an unexpected, unwanted, and can cause loss of life and property that occurs due to work or when carrying out work and on the way from home to work. workplace and return home by the usual or reasonable route.

2. Factors Affecting the Occurrence of Work Accidents

According to Winarsunu (2008) the occurrence of work accidents is mostly caused by the behavior of workers who do not obey the rules at work which have the potential to cause work accidents. Winarsunu (2008) argues that work-related accidents are only influenced by 2 factors, namely:

a. Factors of Workplace Conditions which include factors of the Physical Environment, Type of Work, Hours of Work, Lighting,
Temperature, and Equipment Design
b. Personal factors which include factors of Cognitive Ability, Health, Fatigue, Work Experience, and Personality Characteristics.

3. Work Accident Indicator

According to Swain (in Winarsunu, 2008), human factors play an important role in determining the occurrence of work accidents. McCormick (in Winarsunu, 2008) says that the basic cause of work accidents is worker behavior in the form of human errors.

Lawton (in Winarsunu, 2008) states that the worker's behavior in question is errors (errors) and violations (violations) at work that can cause work accidents.

4. Big Five Factor Personality (NEO-PI-R)

Allport (in Hall & Lindzey, 2005) states that personality is the dynamic organizations of psychophysical systems within the individual that also determine his unique/typical ways of adapting to his environment. Pervin, Cervone, & John (2010) argue that personality represents individual characteristics consisting of consistent patterns of thoughts, feelings and behavior.

According to Costa & McCrae (in Feist & Feist, 2006) says that the Big Five Factor personality (NEO-PI-R) is a theoretical approach that refers to five personality traits, namely conscientiousness (conscience), extraversion (openness), agreeableness (agreement)., neurotics (anxiety), and openness to experience (open to experience). Based on the description that has been discussed, it can be concluded that personality is a characteristic within the individual that is relatively persistent, persists, has an influence on the way individuals think and behave in the environment that can distinguish them from other individuals and these characteristics are reflected in individuals when faced with certain situations with special way. In this study, the author uses Costa and McCrae's (1992) Big Five

Factor (NEO-PI-R) personality which has dimensions, including Extraversion, Agreeableness, Conscientiousness, Neuroticsm, and Openness to experiences. The Big Five Factor Personality (NEO-PI-R) categorizes the same construct in hundreds of different names or designations and is able to provide an overview of personality through more general language than other personality models.

5. Big Five Factor Personality Theory (NEO-PI-R)

One approach traitsThe most important and controversial aspect of personality is the emergence of agreement on the existence of an adequate dimensional theme based on the five dimensions. Starting in 1960 and increasing in 1980, 1990, and 2000, most studies conclude that the trait approach to personality can be viewed through five dimensions (Friedman & Schustack, 2006).

Costa and McCrae, like many other factor researchers, developed an elaborate taxonomy of personality traits. During their research, Costa and McCrae initially focused on two main dimensions, namelyNeuroticismand Extraversion. Not long after discovering this, Costa and McCrae discovered a third factor which they called Openness to Experience. Although Lewis Goldberg was the first to use the term "big five" in 1981 to describe the consistent findings of factor analysis of personality traits. Until finally the last two dimensions emerged namely Agreeableness and Conscientiousness, and they reported studies on five personality factors (Feist & Feist, 2006).

John and McCrae (in Feist & Feist, 2006) abbreviated the five personality factors with the term OCEAN. Regarding the big five personalities, Robbins, Tracy, & Trzesniewski (in Feist & Feist, 2006) have their own opinions, including neuroticism including negative feelings, anxiety, sadness, easily touched. Factors of openness to experience include openness, depth and complex individual mental and life experiences. Extraversion and agreement factors include interpersonal that a person can cooperate and get along with other people. The last is the so-called conscientiousness factor, concerning tasks and achievements and control which are social requirements.

Based on the foregoing, it can be concluded that the five-factor personality dimensions are five abstract dimensions that are mostly presented by the personality approach consisting of: Neuroticism, Extraversion, Openness to Experience, Agreeableness and Conscientiousness. According to John and Srivastava (1999), the five-factor personality dimension is a factor theory approach, where the five categories of factors can be included in emotional, activity, and stability factors.

6. Big Five Factor Personality Aspects (NEO-PI-R)

Goldberg (in Mastuti, 2005) has conducted a systematic study using a single adjective trait. Goldberg's taxonomy has been tested using factor analysis, the results are the same as the structure found by Norman in 1963. According to Goldberg (in Mastuti, 2005), the big five consist of: a. extraversion, b. agreeableness, c. conscientiousness, d. emotional stability,

e. intellect or imagination.

Meanwhile, the Big Five Factor personality measurement using single word trait as an item was developed by Paul T. Costa and Robert R. McCrae. The aspects in the Big Five Factor personality according to Costa and McCrae (in Feist & Feist, 2006), namely Extraversion (openness), Conscientiousness (conscience), Agreeableness (agreement), Openess to Experience (open to experience), and Neuroticism. (neurotism)

7. Factors Affecting the Formation of Big Five Factor Personality (NEO- PI-R)

A personality according to Cattel (in Feist & Feist, 2006) one third of personality changes are influenced by genetic factors and the other two thirds are influenced by the environment. Specifically, there are two factors that influence the formation of personality, namely genetic factors and environmental factors (John & Srivastava, 1999). Genetic factors have an important role in determining personality, especially related to the unique aspects of the individual (John & Srivastava, 1999). This approach argues that heredity plays an important part in determining a person's personality (Mastuti, 2005). Environmental factors have an influence that makes a person the same as others because of the various experiences he has experienced.

Environmental factors consist of cultural factors, social class, family, peers, and situations. Among the environmental factors that have a significant influence on personality is the individual's experience as a result of a particular culture. Each culture has its own rules and patterns of sanctions of learned behavior, rituals, and beliefs. This means that each member of a culture will have certain general personality characteristics (John & Srivastava, 1999). Another factor, namely the social class factor helps in determining the status of individuals, the roles they play and the privileges they have. These factors influence how individuals see themselves and how they perceive members of other social classes. Another factor, namely social class factors help determine individual status, the roles they play and the privileges they have. These factors influence how individuals see themselves and how they perceive members of other social classes (John & Srivastava, 1999).

One of the most important environmental factors is family influence (John & Srivastava, 1999). Parents who are warm and loving or rude and dismissive, will affect the development of personality in children. According to John and Srivastava (1999), the environment of friends has an influence on personality development. Experiences in childhood and adolescence in a group have an influence on personality development. The situation also affects heredity and the environment towards the formation of personality. A person's personality, although generally steady and consistent, changes in different situations. Different demands of different situations give rise to different aspects of a person's personality.

8. The Relationship Between Big Five Factor Personality (NEO-PI-R) and Work Accidents

According to McGuire (in Winarsunu, 2008), there is a belief that people tend to get accidents because of their personality factors. While this research doesn't consistently support this claim, there is some evidence that people who have high accident rates have a lot in common in their personality characteristics. Where it was found, that the drivers who had accidents on the highway had the same personality characteristics, such as being very ambitious and vindictive, and at the same time being cowardly and fatalistic.

According to Shaw and Sichel (in Winarsunu, 2008) said that people who experience repeated accidents (accident repeaters) tend to have unstable emotions, oppose power, have high anxiety, are not friendly with others and have an erratic work history.

The oldest personality theory in studying the occurrence of work accidents is the accident proneness personality. The hypothesis of this theory is that certain people have a greater propensity to get into accidents than others because of the presence of a set of constitutional characteristics that are unique and persistent in the individual. This theory overrides the role of the environment and is more focused on personality (Winarsunu, 2008).

According to Triwibowo and Pusphandani (in Winarsunu, 2008) said that this Accident-Prone Theory conveys that certain worker are more likely to have accidents, because of their personal characteristics that tend to have work accidents.

According to John, Hampson, & Goldberg (in John & Srivastava, 1999) explains that personality in an individual describes a person's behavioral response that is permanent to stimuli from his environment, personality has been conceptualized in various theoretical views and in various broad abstract levels. Anastasi and Urbina (in Winarsunu, 2008) say that the five-factor model is similar to the hierarchical structure obtained through factor analysis. According to Costa and McCrae (in Feist & Feist, 2006), the five-factor model is an approach in personality psychology that groups personality traits with factor analysis. The pioneers of the Big Five Personality were Allport and Cattel. The Big Five are not structured to classify individuals into one particular personality, but rather to describe personality traits that are realized by the individual himself in his daily life. This approach is referred to by Goldberg as the Fundamental Lexical (language) Hypothesis: the most basic individual relationship is described by only one term found in each language (Pervin, Cervone, & John, 2010).

According to Costa and McCrae (in Feist & Feist, 2006), five personality factors are described as follows: a) Extraversion (extraversion). This dimension describes someone who is easy to get along with, confident in social situations, likes to gather, is active, fun, likes to talk, seeks pleasure, is assertive, positive emotions, and warm; b) Neuroticism (Neuroticism). Traits often associated with this dimension are anxiety, hostility, anger, depression, self-awareness, impulsivity, and vulnerability; c) Conscientiousness where this dimension describes competence, order, attitude to fulfill tasks, achievement, self-discipline, and consideration; d) agreeableness, this dimension describes trust,

frankness, altruism, willingness, simplicity and a soft heart; e) openness to experience, this dimension describes the level of fantasy, aesthetics, feelings, actions, ideas, and values that a person has. According to Strauss (in Feist & Feist, 2006) no matter how safe a person's job is, employee attitudes are one of the factors that affect work safety problems and can cause accidents if employees behave and behave recklessly at work.

9. Work Stress

Robins (2005) describes stress as a dynamic condition in which an individual is confronted with opportunities, demands or resources related to what the individual desires and for which the outcome is seen as uncertain and important.

Gray & Smeltzer (in Munandar, 2001) defines stress as the emergence of a psychological reaction that makes a person feel tense and anxious because the person feels unable to cope with or achieve his demands or desires.

Handoko (2008) says stress is a condition of tension that affects emotions, thought processes and one's condition. The result is that too much stress can threaten a person's ability to deal with the environment, which ultimately interferes with the implementation of his duties, meaning that it interferes with his work performance.

Munandar (2001) says work stress is a negative condition related to work, a condition that leads to the onset of physical or mental illness, or leads to inappropriate behavior. Gibson (1993) adds that job stress is an adaptive response, mediated by individual differences or unpleasant psychological processes because employees are stressed at work.

Anoraga (2001) states that work stress is a form of a person's response both physically and mentally to changes in the work environment that are felt to be disturbing and result in him being threatened, at work almost everyone experiences stress related to their work. Faser (1992) argues that job stress is a feeling of pressure experienced by individuals in dealing with work. Job stress can have a negative effect on the mental and physical health of employees.

From the description above, it can be concluded that work stress is an unpleasant condition that is felt to disturb or threaten the physical and psychological conditions of individuals, arising from interactions in the work environment.

10. Factors Affecting Job Stress

Rosid (in Sharly, 2009) mentions that common causes of stress for many workers are superiors, salaries, security, and safety, this can arise because the company puts aside the needs of workers to be able to control the work situation and the needs to be appreciated and accepted, and workers feel insecure and they are in a state of uncertainty. According to Smith (in Wijono, 2010) the concept of

work stress can be viewed from several angles, namely first, work stress is the result of workplace conditions. Second, job stress is the result of two organizational factors, namely involvement in the task and organizational support. Third, stress occurs because of the workload factor as well as the ability to perform tasks. Fourth, the result of excessive working time. Fifth, is the last job responsibility factor the challenges that arise from the task. Conclusion work stress is the result caused by the above factors.

Heilgel & Slocum (in Wijono, 2010) say that work stress can be caused by four main factors, namely conflict of uncertainty, pressure from tasks and the environment with management. So, job stress is a physiological and psychological feedback on employees to the wishes or demands of the organization. Then it is also said that work stress is a factor that can put pressure on productivity and the work environment and can interfere with the individual. Work stress can also increase employee motivation is considered as positive stress (eustress) otherwise stressors that can result in the destruction of employee work productivity can be referred to as negative stress (distress).

Meanwhile, Goodson & Cashmen (in Wijono, 2010) found that several factors cause employees to experience work stress but the tasks they

do are full of challenges and delight them besides effective communication between members in the organization. They show that there is a conducive cooperation between superiors and employees, besides that employees view the management as giving great breadth to themselves. Tosi (in Wijono, 2010) states that there are five factors that cause stress and are related to individual work, including factors related to an individual's work, role stress, participation opportunities, responsibilities, and organizational factors.

11. Aspects of Work Stress

According to Wijono (2010), there are several symptoms of stress that can be seen from various factors that indicate physical changes in physiological and attitudes. Physiological changes are characterized by symptoms such as feeling tired or tired, exhausted, dizzy and indigestion, while psychological changes are characterized by protracted anxiety, difficulty sleeping, shortness of breath, and subsequent changes in attitude such as stubbornness, irritability. angry, and dissatisfied with what was achieved and so on.

According to Cox (in Sharly, 2009) the symptoms caused by work stress include Physical Problems, Psychological Problems, Behavior Problems, Cognitive Problems, and Organizational Problems.

12. The Relationship between Work Stress and Work Accidents on Intelkam Sat Members

Job stress is defined as a physical hazard and emotional response that occurs when a worker's requirements do not match the worker's abilities, resources, and needs (NIOSH, 1999). It is recognized worldwide as a major challenge to individual mental, physical and organizational health (ILO, 1998). Stress makes workers unhealthy, less motivated, less productive and less secure in the workplace, of

course, making it impossible for a workplace organization to succeed in a competitive market. With some estimates related to work stress resulting in the number of costs due to illness, lost productivity costs, medical costs and litigation to increase.

Stress can occur in almost all workers, both at the leadership and executive levels. Working conditions that are not good environment have the potential to cause stress for workers. Stress in the work environment is unavoidable, what can be done is how to manage, overcome or prevent the occurrence of stress, so that it does not interfere with work (Notoatmodjo, 2002).

The effect of stress on work performance has been studied by several psychologists and it can be concluded that some work accidents which are attributed to failures and personal errors are caused by the involvement of stress factors experienced by workers. Research on the factors that cause work accidents provides an overview of the interaction between individuals and environmental factors that can cause work accidents. An important interaction in this case is the stress factor that can cause work accidents in workers (Winarsunu, 2008).

Oborne (in Winarsunu, 2008), views that most work accidents occur when the work environment (including tasks, equipment, machines, noise, coworkers, and so on) demands more than what workers can do and provide at that time. According to Lawton (in Winarsunu, 2008) individuals who show a higher sensitivity to environmental stressors have a higher incidence of work accidents. The characteristics of the work environment are the most important contributors to workplace accidents.

According to Lawton (in Winarsunu, 2008) stress can affect the state of individual cognition in the form of a state of forgetfulness (absentmindedness) which results in the emergence of errors (errors) when doing work. Added by Hockey (in Winarsunu, 2008) that the effect of stress on performance can be in the form of decreased mental efforts and increased use of shortcut efforts in cognitive processes. Shortcuts such as less attention to work will reduce cognitive complexity in problem solving that can lead to errors and lead to accidents.

Steffy (in Winarsunu, 2008) explains that stressors will cause acute reactions both physically, psychologically, and behaviorally which in turn will reduce intellectual capacity and performance, such as reaction times and judgment. A decrease in this capacity will increase the likelihood of errors and can lead to accidents. In line with the view above, Lawrence (in Winarsunu, 2008) also explains that stressors that come from work and those that are not from work will cause an acute reaction (strain), strain will reduce capacity, and decreased capacity will lead to dangerous behavior which in turn will cause work accidents.

13. The Relationship between the Big Five Factor Personality (NEO-PI-R) and Work Stress with Work Accidents on Members of the Security Intelligence Service

To better understand the relationship between each variable in this study, the author tries to start an explanation first about the Sat Intelkam police. Before becoming a police officer, one must first be educated in a police educational institution. The curriculum provided by the police education institution is inseparable from the influence of the field of duty faced by the police. A police officer is required to be able to deal with various situations in the field, so Police education is given lessons such as self- defense, shooting, driving, safety and health.

After a police officer graduated from the police agency, he then entered the world of work that required him to be able to socialize. When a person enters a new environment, he will learn from his environment. He also learns about the habits or culture around him. The scope of the police is accustomed to being close to the world of work which has a risk of being prone to accidents. Moreover, for almost 30 years the police have been part of ABRI which has a militaristic culture. Of course, the culture is quite difficult to eliminate in a short time. In the end, this culture was learned by the new policemen and considered as a common thing to do.

If a police officer is placed in the Sat Intelkam section, he will face various tasks related to criminal cases and kamtibmas vulnerabilities which include aspects of IPOLEKSOSBUDKAM. A member of the Sat Intelkam will face criminal suspects, victims of criminal acts, heads of mass organizations, community leaders, tasks from superiors, pressure from superiors, pressure from the community, etc. All of that can have an impact on the emergence of stress or conflict within yourself. One of the consequences of that is the emergence of work behavior that will potentially lead to work accidents.

The behavior of Sat Intelkam members who are not disciplined in their work is carried out to achieve other goals such as obtaining information or resolving cases more quickly. Behaviors that arise such as reckless driving of motorized vehicles, not wearing bulletproof vests, etc. This is a supporter of the occurrence of work accidents.

The Big Five Factor personality measurement tool (NEO-PI-R) is used to see the personality traits possessed by members of the Sat Intelkam. The five personality traits in the NEO-PI-R have their own traits and characteristics.

C. RESEARCH METHODS
1.   Identification of Research Variables
a.   Variable Dependent   : Occupational Accident (Y)
b.   Independent Variable : Occupational Stress (X1)
Personality Big Five Factor (NEO-PI-R) (X2)

2.   Research subject

a. Research Population

The population is the whole individual to be investigated and has at least one of the same traits or the same characteristics, which are generalized to the facts obtained from the population. research subjects (Hadi, 2001). Sudjana (in Nawawi, 2001) added that population is the totality of all possible values, both results and measurements, quantitative and qualitative rather than certain characteristics regarding a complete and clear set of objects. As for the population in this study, 43 members of the Pekanbaru Police Intelligence and Security Unit members.

b. Research Sample

The sampling technique in this study is purposive sampling, which is the type of sampling in determining or selecting a group of subjects based on previously known characteristics.

The characteristics of the sample in this study were members of the Pekanbaru Police Intelligence and Security Unit, a minimum working period of 1 year, male and female. The number of samples used in this study were 43 members of the Pekanbaru Police Intelligence and Security Unit.

3. Method of collecting data

The measuring instrument used to collect data in this study is a scale. This method is used to measure work accidents, big five personality factor (NEO-PI-R) and work stress. By using the scale, the facts or opinions of the research subjects will be obtained, because this model relies on self-reports, knowledge and personal beliefs.

The scale used in this study consists of three parts, namely: the work accident scale, the big five factor personality scale (NEO-PI-R) and work stress. The work accident scale, the big five factor personality scale (NEO- PI-R) and the work stress scale were compiled using a modified Likert scale model. The Likert scale uses five categorizations, namely Strongly Agree, Agree, Undecided, Disagree and Strongly Disagree.

4. Validity and Reliability
a. Measuring Instrument Validity

Validity means the extent to which the accuracy and precision of a measuring instrument performs its measuring function (Azwar, 2013). The validity used in this study is content validity. Azwar (2013) explains that content validity is a validity that is estimated through testing the test content with rational analysis or based on the opinion of experts (professional judgment).

For the Big Five Factor personality scale (NEO-PI-R), work stress, and work accidents, the determination of the validity criteria is based on the opinion of Azwar (2013) which states in the item discrimination index of at least 0.30. Thus, items whose validity coefficient is < 0.30 are declared

invalid, while items that are considered valid are items 0.30. If many items fail, the correlation coefficient can be reduced to 0.25. Test the validity of the three scales in this study using the SPSS 18.0 for Windows program.

b. Reliability of Measuring Instruments

Reliability is often equated with consistency stability or dependability which basically indicates the extent to which the measurement can give relatively no different results when repeated measurements are made on the same subject (Azwar, 2013).

Reliability is shown by the consistency of scores obtained by the subject using the same tool. A measuring instrument that has high reliability is a stable measuring instrument that always gives relatively constant results (Azwar, 2013). The high and low reliability of the measuring instrument is expressed by a number called the reliability coefficient. The higher the correlation coefficient means the better the level of reliability. The reliability coefficient ranges from 0.00 to 1.00 and there is no definite benchmark. However, the magnitude of the reliability coefficient is getting closer toa value of 1.00 means that there is an increasingly perfect consistency of results (Azwar, 2013).

5. Scale Trial
a. Implementation of Scale Trial

To test the measuring instrument, the research was carried out on members of the Polsek intelligence unit which was still included in the work scope of the Pekanbaru Police. The trial was conducted by asking the time and willingness of the subject to fill out the trial scale. After confirming the subject's willingness tofill out the test scale. Furthermore, the subject was asked first, whether the subject did not feel compelled to help fill out the trial scale. Then the author provides an explanation of the procedure for filling the trial scale. During filling out the scale, the writer waited for the subjects until they finished, and the test scale book was returned to the researcher according to the number of scales distributed, namely 30 trial scales.

b. Scale Trial Results

The test results of the measuring instrument are stated by the value of the validity coefficient which is determined based on the validity criteria in the item discrimination power index as one of the parameters of a good measuring tool, in this case for the work accident scale, Big Five Factor personality (NEO-PI-R) and work stress scale, using a minimum item discrimination index of 0.25. Thus, items whose validity coefficient is < 0.25 are declared invalid, while items that are considered valid are items that have a discriminatory power index 0.25 (Azwar, 2013). Test the validity of the three scales in this study using the SPSS

18.0 for Windows program.

Meanwhile, the second parameter that becomes an indicator of whether or not a measuring instrument is used for research data collection is reliability (consistency stability or dependability). Reliability is

shown by the consistency of scores obtained by the subject using the same tool. A measuring instrument that has high reliability is a stable measuring instrument that always gives relatively constant results (Azwar, 2013). The high and low reliability of the measuring instrument is expressed by a number called the reliability coefficient. The reliability test in this study is based on Cronbach's Alpha value.

6. Data analysis technique

The data in this study is quantitative data. For this reason, the data will be analyzed using a statistical approach. There are two things to do in analyzing quantitative data in this study, namely (1). analysis prerequisite test which includes distribution normality test, multicollinearity test, and relationship linearity test; (2). research hypothesis test

D. RESULTS

Based on data analysis using SPSS 18.00 for Windows program with multiple product moment correlation technique. Correlation coefficient figures0.556 and p = 0.001 (p < 0.05). This shows that there is a very significant positive relationship between the personality of the Big Five Factor (NEO-PI-R) and Job Stress and Work Accidents on members of the Pekanbaru Police Intelligence and Security Unit. Therefore, it can be concluded that the hypothesis proposed in this study is accepted.

Based on data analysis using the SPSS 18.00 for Windows program with the product moment correlation technique on the relationship between the Big Five Factor (NEO-PI-R) personality and work accidents, the correlation coefficient is obtained. of r = 0.506 and p = 0.001. The p value is less than 0.05 or 0.001 < 0.05. This shows that there is a very significant positive relationship between the personality of the Big Five Factor (NEO-PI-R) and Work Accidents for members of the Pekanbaru Police Intelligence and Security Unit.

Based on data analysis using the SPSS 18.00 for Windows program with the product moment correlation technique on the relationship between work stress and work accidents, the correlation coefficient r = 0.305 and p = 0.046. The p value is less than 0.05 or 0.046 < 0.05. This shows that there is a very significant positive relationship between Work Stress and Work Accidents for members of the Pekanbaru Police Intelligence and Security Unit.

The results of this study are in line with the opinion of McGuire (in Winarsunu, 2008), which states that people tend to get accidents because of their personality factors. People who have a high accident rate have a lot in common in their personality characteristics which include being very ambitious and vindictive, and at the same time being cowardly and fatalistic. According to Costa and McCrae (in Feist & Feist, 2006), five personality factors are described as follows: a) Extraversion (extraversion). This dimension describes someone who is easy to get along with, confident in social situations, likes to gather, is active, fun, likes to talk, seeks pleasure, is assertive, positive emotions, and warm; b) Neuroticism (Neuroticism). Traits that are often associated with this dimension are anxiety, hostility, anger, depression, self-awareness, impulsivity, and vulnerability; c) Conscientiousness where this

dimension describes competence, order, attitude to fulfill tasks, achievement, self-discipline, and consideration; d) agreeableness, this dimension describes trust, frankness, altruism, willingness, simplicity and a soft heart; e) openness to experience, this dimension describes the level of fantasy, aesthetics, feelings, actions, ideas, and values that a person has. According to Strauss (in Feist & Feist, 2006) no matter how safe a person's job is, employee attitudes are one of the factors that affect work safety problems and can cause accidents if employees behave and behave recklessly at work. attitude of fulfilling duty, achievement, self-discipline, and consideration; d) agreeableness, this dimension describes trust, frankness, altruism, willingness, simplicity and a soft heart; e) openness to experience, this dimension describes the level of fantasy, aesthetics, feelings, actions, ideas, and values that a person has. According to Strauss (in Feist & Feist, 2006) no matter how safe a person's job is, employee attitudes are one of the factors that affect work safety problems and can cause accidents if employees behave and behave recklessly at work. attitude of fulfilling duty, achievement, self-discipline, and consideration; d) agreeableness, this dimension describes trust, frankness, altruism, willingness, simplicity and a soft heart; e) openness to experience, this dimension describes the level of fantasy, aesthetics, feelings, actions, ideas, and values that a person has. According to Strauss (in Feist & Feist, 2006) no matter how safe a person's job is, employee attitudes are one of the factors that affect work safety problems and can cause accidents if employees behave and behave recklessly at work. simplicity and tender heart; e) openness to experience, this dimension describes the level of fantasy, aesthetics, feelings, actions, ideas, and values that a person has. According to Strauss (in Feist & Feist, 2006) no matter how safe a person's job is, employee attitudes are one of the factors that affect work safety problems and can cause accidents if employees behave and behave recklessly at work. simplicity and tender heart; e) openness to experience, this dimension describes the level of fantasy, aesthetics, feelings, actions, ideas, and values that a person has. According to Strauss (in Feist & Feist, 2006) no matter how safe a person's job is, employee attitudes are one of the factors that affect work safety problems and can cause accidents if employees behave and behave recklessly at work.

Individual relationships, one of which is the individual personality type can predict work attitudes related to work behavior, which would make sense if work attitudes became one of the explanations for the relationship between personality and work accidents (Lawton, 2008).

According to Lawton (in Winarsunu, 2008) stress can affect the state of individual cognition in the form of a state of forgetfulness (absentmindedness) which results in the emergence of errors (errors) when doing work. Added by Hockey (in Winarsunu, 2008) that the effect of stress on performance can be in the form of decreased mental efforts and increased use of shortcut efforts in cognitive processes. Shortcuts such as less attention to work will reduce cognitive complexity in problem solving that can lead to errors and lead to accidents.

Steffy (in Winarsunu, 2008) explains that stressors will cause acute reactions both physically, psychologically, and behaviorally which in turn will reduce intellectual capacity and performance, such as reaction times and judgment. A decrease in this capacity will increase the likelihood of errors

and can lead to accidents. In line with the view above, Lawrence (in Winarsunu, 2008) also explains that stressors that come from work and those that are not from work will cause an acute reaction (strain), strain will reduce capacity, and decreased capacity will lead to dangerous behavior which in turn will cause work accidents.

The weakness in this study is the tendency to ignore the seniority factor which indicates the level of work experience for some samples who have served as members of the Sat Intelkam for more than three years. The assumption underlying this thinking is that the aspect of work experience is sufficient to form the expectations of members of the Sat Intelkam for the opportunity to complete a task, where the same situation has not yet been established for members who are new to work 1- 2 years. Contribution The high Big Five Factor (NEO-PI-R) personality and low work stress will effectively reduce work accidents which significantly increase with sufficient experience in the field of work itself.

E. CONCLUSION

Based on the findings of research data and discussion, the results of this study can be concluded as follows:

1. There is a significant relationship with the direction of the positive relationship between the Big Five Factor personality (NEO-PI-R) and work stress with work accidents on members of the Pekanbaru Police Intelligence and Security Unit with an r value of 0.556 and p = 0.001.
2. There is a significant relationship with the direction of the positive relationship between the Big Five Factor Personality (NEO-PI-R) and Work Accidents on members of the Pekanbaru Police Intelligence and Security Unit with an r value of 0.506 and p = 0.001
3. There is a significant relationship with the direction of a positive relationship between work stress and work accidents on members of the Pekanbaru Police Intelligence and Security Unit with an r value of 0.305 and p = 0.046. The direction of a positive relationship indicates the higher the level of work stress experienced by members of the Pekanbaru Police Intelligence Unit, the potential for work accidents will also increase.

F. RECOMENDATIONS

Based on the results of these studies, the following suggestions can be made:

1. As a significant relationship was found between work accidents with the big five factor personality (NEO-PI-R) and work stress, based on the results of this study, one of the focuses of attention of the Pekanbaru Police Intelligence Unit in reducing the number of work accidents for members is suggested to be able to minimize work stress levels. based on the competency development of members and the placement of members' work positions in accordance with their personality through the implementation of an initial assessment for each member who will be proposed to occupy a certain position at the Pekanbaru Police Intelligence and Security Unit.

2. Include aspects of personality assessment as one of the assessment parameters in the acceptance of new members of the Pekanbaru Police Intelligence and Security Unit and members of the Indonesian National Police as a whole.

3. It is recommended to be proactive in improving the ability in the field of stress management in the workplace, both personal efforts with a strong desire to understand the personality characteristics of oneself and others, as well as through programs implemented by institutions. In addition, it can also be done withthe help of the closest people who help and support efforts to improve stress management abilities in the workplace.

4. It is recommended to improve technical skills and problem solving abilities because this will increase the expectations of members of the Pekanbaru Police Intelligence Unit regarding how big the opportunities are in solving problems that arise at work. The greater the confidence of members in solving work problems, the less work tasks are assessed as pressure, which means it will reduce work stress at a lower and tolerable level so that the number of work accidents can be reduced properly.

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