



The Influence Of Job Stress And Work Environment On Employees' Job Satisfaction In Multiple Farming Cooperatives And Fishermen Malaysia Indonesia Border Area

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Abstract— The purpose of this study was to determine and analyze the effect of work stress and work environment on employee job satisfaction at Koperasi Serba Usaha Tani dan Nelayan (KSU TN) in Central Nunukan. Respondents involved in this research were 40 employees and the sample used in this study was a saturated sample. Data collection was carried out by distributing questionnaires and the data analysis method was carried out using multiple linear equation analysis with the help of SPSS version 25 software. The results of data processing, the t test value of each independent variable on the dependent, for the effect of the work stress variable (X1) on the employee job satisfaction (Y) is t count 8,293 > t table 2,0261 it can be concluded that H1 is accepted meaning that there is an effect of job stress on job satisfaction while for work environment variable (X2) on job satisfaction (Y) is t count 2,068 > t table 2.0261 it can be concluded that H2 is accepted, meaning that there is an influence of the work environment on employee job satisfaction. The value of the F test results from data processing can be calculated F count 132,480 > F table 3,24 it can be concluded that H3 is accepted, meaning that there is a simultaneous and significant effect between work stress variables (X1) and work environment (X2) on job satisfaction (Y). Work stress and work environment variables have an influence of 87.1 percent and 12.9 percent are influenced by other variables that are not examined by researchers.

Keywords: *Work Stress, Work Environment, Job Satisfaction*

I. INTRODUCTION

Achieving the goals of an organization is not only based on large capital or sophisticated technology, but also based on the influence and role of human resources (HR) within it. Human resources are the most important asset for an organization which essentially functions as a driving factor for every activity within the company. An organization can carry out its activities to achieve the desired goals with the need for good management, especially human resources, because human resources are the main capital in planning, organizing, directing and mobilizing other resources in an organization. The resources owned by the company are limited, so the company is required to be able to empower and optimize in order to achieve its goals and maintain its survival. Human resources (HR) are one of the company's competitive advantages in terms of efficiency, effectiveness and flexibility of the company in achieving its goals. Companies that empower and optimize human resources (HR) within their companies will create and increase employee job satisfaction. Job satisfaction is an important element in an organization. This is because job satisfaction can be achieved influences work behavior such as being diligent, productive or has a relationship with several types of behavior that are very important in the organization. Job satisfaction itself can be interpreted as the result of a conclusion based on a comparison of what the employee actually receives from his work compared to what is expected, desired and thought to be appropriate or entitled to him. In an effort to increase employees' sense of job satisfaction with their work, companies can take several steps to influence employee satisfaction, such as providing education, training, low stress levels, creating a conducive work environment, and relationships between superiors and subordinates as well as the employee's own co-workers, so that it can create a sense of employee satisfaction in carrying out the responsibilities given.

Job satisfaction is basically something that is individual, while each individual has a different level of satisfaction. Until now, job satisfaction is believed to have a direct influence on employee performance, which in turn will also influence overall organizational performance. Organizational leaders must pay serious attention to the job satisfaction of the employees they lead, because job satisfaction has a link with human resources, organizational performance, and the survival of the organization itself.

If company leaders do not pay serious attention to their employees, employee job satisfaction will decrease and One of the factors causing decreased employee job satisfaction is high levels of work stress. Work stress is a dynamic condition where a person is confronted with opportunities, obstacles related to what he wants and achieving success is uncertain (Robbins 2008). Stress is a condition of tension that affects a person's emotions, thought processes and condition. Work stress can hinder employees' work processes because many employees will experience tension and fear in carrying out their work. Work-related tension tends to reduce employee job satisfaction. Apart from that, stress usually gets stronger if the problems faced come repeatedly, thus having a significant impact on the person concerned and the company. The impact of work stress is that a person is unable to interact with their environment, both in terms of the work environment and outside the work environment, and can disrupt employee health, such as suffering from serious illnesses.

Apart from work stress, the work environment is also a factor that influences employee job satisfaction because the work environment is something that can be directly seen and felt by employees. The work environment is the condition surrounding the workplace, both physical and non-physical, which can give a pleasant, safe and reassuring impression to employees which can influence employees in carrying out their duties. A comfortable impression of the work environment can reduce feelings of boredom and boredom at work. This comfort will certainly have an impact on increasing motivation and resulting in employee job satisfaction. On the other hand, the discomfort from the work environment experienced by employees can have fatal consequences, namely reducing the employee's own work motivation and resulting in employee job dissatisfaction which affects employee performance in working for an organization or company.

II. LITERATURE REVIEWS

A. *Job satisfaction*

Job satisfaction is an important element in an organization. This is because job satisfaction can influence a person's behavior at work, such as being lazy, diligent, productive, which is very important in a company/organization. Job satisfaction itself can be interpreted as the result of a conclusion based on a comparison of what the employee actually receives from his work, rather than what a person expects, wants and thinks is appropriate or entitled to him from the results of his work.

According to Donni Juni Priansa (2014). Job satisfaction is an important thing that individuals have at work. Every working individual has different characteristics, so the level of job satisfaction is also different. The level of job satisfaction can have different impacts. According to George and Jones in Donni Juni Priansa (2014), job satisfaction is a collection of feelings, beliefs and thoughts about how a person responds to their work.

B. *Job Stress*

Mangkunegara (2013) believes that work stress is a feeling of pressure experienced by employees when facing work. According to Moorhead and Griffin (2013) stress is an adaptive response a person to stimuli that place excessive psychological or physical demands.

Work stress is a serious problem that befalls every employee at work (Tunjungsari, 2011). Stress can arise as a result of pressure or tension that originates from a lack of harmony between a person and their work environment, the stress experienced by employees due to the environment they face will affect their work performance and satisfaction, so management needs to improve the quality of the organizational environment for employees (Noviansyah and Zunaidah, 2011)..

C. *Work environment*

According to Mangkunegara in (Sedarmayanti, 2009) the work environment in question includes clear job descriptions, challenging work targets, effective work communication patterns, work climate and relatively adequate work facilities.

According to Ivancevich in (Sedarmayanti, 2009) the work environment is the conditions surrounding the place of work outside or inside the environment of an organization in which there are factors that influence an organization. External environmental factors: government regulations and laws, trade union procedures and mobilization, national and international economic conditions, competitiveness, workforce strength, organizational location. Internal environmental factors: strategy, goals, organizational culture, tasks, work groups, leader style and experience.

According to (Sedarmayanti, 2011) the work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both individually and in groups. The issue of the work environment in an organization is very important, in this case it is necessary to regulate and organize work environment factors in carrying out organizational activities.

D. *The Relationship between Job Stress and Work Environment on Job Satisfaction*

Job stress is a condition where an employee feels tense and pressured by the work he is doing. Meanwhile, job satisfaction is a pleasant emotional state where employees view their work and feel satisfied with the work they do. The two are interconnected, as has been explained, one of the causes of work stress is a workload that is felt to be too heavy. For many people, low to moderate

amounts of stress enable them to do their jobs better because they are able to increase their work intensity, alertness and ability to interact, whereas prolonged high or even moderate levels of stress will eventually cause their performance to decline drastically.

The work environment is everything that is around the employee while working, both physical and non-physical, which can affect the employee while working. If the work environment is conducive, employees can be safe, comfortable and vice versa. The work environment is reflected by the work atmosphere, relationships with co-workers, availability of work facilities, lighting, air circulation, noise, unpleasant odors, security.

A good work environment will influence employee job satisfaction to be even better, however, if in a good work environment there is high work stress, it will reduce employee job satisfaction. Likewise, if an organization or company has a low level of work stress, this will create employee job satisfaction, however, if it is combined with a poor work environment, it will equally affect the level of employee job satisfaction.

E. Hypothesis

In this research, the hypothesis is prepared based on understanding the framework of thought and literature explained previously. The hypothesis will be tested using a partial significance test (t-test) or difference test. The hypothesis can be developed as follows.

1. Job Stress has a significant and influential effect on Employee Job Satisfaction.
2. The work environment has a significant and influential effect on employee job satisfaction
3. Job Stress and Work Environment simultaneously and significantly influence Employee Job Satisfaction

III. METHODOLOGY

This quantitative research consists of two dependent and one independent variable Data Source

A. Research Data

The data used for the analysis is data about the influence of work stress and the work environment on employee job satisfaction in the Farmers and Fishermen's Multipurpose Cooperative in the Malaysia-Indonesia border area.

B. Technique of Collecting Data

The author used the literary study method as a data collection technique in this research.

C. Test Research Instruments

Validity test

The validity test is used to determine the appropriateness of the items in a list of question items in defining a variable. This list of questions generally supports a particular group of variables. Validity testing should be carried out on each question item and its validity tested. We compare the calculated r results with the r table where $df=n-2$ with sig 5%. If $r \text{ table} < r \text{ count}$ then it is valid, if $r \text{ table} > r \text{ count}$ then the statement is invalid. Wiratna Sujarweni (2015).

Reliability Test

Reliability is a measure of the stability and consistency of respondents in answering matters relating to question constructs which are the dimensions of a variable and prepared in the form of a questionnaire Wiratna Sujarweni (2015). Reliability testing can be carried out jointly on all question items. If the Alpha value is > 0.60 then it is reliable. With the Alpha cronbac'h formula. Instrument reliability testing was carried out through the SPSS (Statistical Product and Service Solution) program.

D. Multiple Linear Regression Analysis Test

According to Sugiyono, multiple regression linear analysis aims to predict the condition (up and down) of the dependent variable, if two or more independent variables as predictor factors are manipulated (the value is decreased and increased).

$$Y = a + b_1X_1 + b_2X_2 + e$$

Where :

X_1 = Job Stress

X_2 = Work Environment

Y = Employee job satisfaction

a = Constant from the regression equation

b_1 = Regression coefficient of variable X

b_2 = Regression coefficient of variable X

e = Error

E. Data Analysis Method

The data analysis method used in this research is a quantitative data analysis method. The data analysis method used is hypothesis testing.

IV. RESULTS AND DISCUSSIONS

A. Research Data

This research uses questionnaire data as primary data, so it is necessary to test whether the statement is appropriate or not as a statement in the questionnaire. The results of the validity and reliability test are as follows:

Table 1. The validity test result

| No | Variabel/indikator | r _{hitung} | r _{Tabel} | Sign | Nilai sign | Keterangan |
|---|--------------------------------|---------------------|--------------------|------|------------|------------|
| Stres Kerja (X₁) | | | | | | |
| 1 | Beban kerja | 0,669 | 0,312 | 0,05 | 0,000 | Valid |
| 2 | Peralatan dan waktu | 0,711 | 0,312 | 0,05 | 0,000 | Valid |
| 3 | Sikap kepemimpinan | 0,584 | 0,312 | 0,05 | 0,000 | Valid |
| 4 | Konflik kerja | 0,718 | 0,312 | 0,05 | 0,000 | Valid |
| 5 | Balas jasa | 0,511 | 0,312 | 0,05 | 0,001 | Valid |
| 6 | Masalah keluarga | 0,697 | 0,312 | 0,05 | 0,000 | Valid |
| Lingkungan Kerja (X₂) | | | | | | |
| 1 | Pencahayaannya di tempat kerja | 0,786 | 0,312 | 0,05 | 0,000 | Valid |
| 2 | Sirkulasi udara ditempat kerja | 0,774 | 0,312 | 0,05 | 0,000 | Valid |
| 3 | Bau-bauannya ditempat kerja | 0,784 | 0,312 | 0,05 | 0,000 | Valid |
| 4 | Keamanannya ditempat kerja | 0,713 | 0,312 | 0,05 | 0,000 | Valid |
| 5 | Hubungan antar rekan kerja | 0,568 | 0,312 | 0,05 | 0,000 | Valid |
| 6 | Kebisingannya ditempat kerja | 0,699 | 0,312 | 0,05 | 0,000 | Valid |
| Kepuasan Kerja (Y) | | | | | | |
| 1 | Isi pekerjaan | 0,786 | 0,312 | 0,05 | 0,000 | Valid |
| 2 | Supervisi (pengawasan) | 0,793 | 0,312 | 0,05 | 0,000 | Valid |
| 3 | Organisasi dan manajemen | 0,795 | 0,312 | 0,05 | 0,000 | Valid |

Table 2. The reliability test result

| Variabel | Nilai cronbach's alpha | Cronbach's alpha | Ket |
|------------------------------------|------------------------|------------------|----------|
| Stres Kerja (X ₁) | 0,717 | 0,60 | Reliabel |
| Lingkungan Kerja (X ₂) | 0,817 | 0,60 | Reliabel |
| Kepuasan Kerja (Y) | 0,818 | 0,60 | Reliabel |

Table 2 shows that all indicators measured in this study have a Cronbach's Alpha value greater than 0.60, so it can be said that all indicators are declared reliable.

B. Multiple Linear Analysis Equations

The basic concept of multiple linear analysis is to determine whether or not there is an influence of two or more independent variables (X₁ and X₂) on the dependent variable (Y). To find out this correlation, several tests must be carried out, including:

- The t test aims to determine whether or not there is a partial (respective) influence given by the independent variables (X₁ and X₂) on the dependent variable (Y).
- The F test aims to determine whether or not there is a joint (simultaneous) influence given by the independent variables (X₁ and X₂) on the variable (Y).
- The Termination Coefficient (R²) functions to find out what percentage of influence the independent variables (X₁ and X₂) have on the dependent variable (Y).

The multiple regression test in this research consists of 3 variables, namely variable X1 (Job stress), X2 (work environment) and variable Y (Job Satisfaction). From the questionnaire data which has been tested for validation and reliability, regression analysis will then be carried out to determine the relationship between variables.

Table 3 Multiple Linear Regression

| Coefficients ^a | | | | | | |
|---------------------------|------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.033 | 1.177 | | 2.576 | .014 |
| | Stres kerja | .672 | .081 | .776 | 8.293 | .000 |
| | Lingkungan Kerja | .158 | .077 | .194 | 2.068 | .046 |

a. Dependent Variable: KEPUASAN KERJA

C. T Test

The basis for decision making for the t test is:

1. If the sig value < 0.05 or t count > t table then there is an influence between variable X on variable Y or H1 is accepted
 2. If the sig value is > 0.05 or t count < t table then there is no effect between variable X and variable Y or H0 is rejected.
- Formula for finding t test (partial)

$$t \text{ tabel} = t (\alpha/2 ; n-k-1) = t (0.025; 37) = 2,02619$$

Table 4 t test for work stress variables (X1) and work environment (X2)

| Coefficients ^a | | | | | | |
|---------------------------|------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.033 | 1.177 | | 2.576 | .014 |
| | Stres kerja | .672 | .081 | .776 | 8.293 | .000 |
| | Lingkungan Kerja | .158 | .077 | .194 | 2.068 | .046 |

a. Dependent Variable: KEPUASAN KERJA

a. First hypothesis testing

It is known that the significant value for the influence of Job Stress (X1) on Employee Job Satisfaction (Y) is $0.000 < 0.005$ and the calculated t value is $8.293 > t \text{ table } 2.0261$.

So it can be concluded that H1 is accepted and H0 is rejected. This means that there is an influence between the Job Stress variable (X1) on the Job Satisfaction variable (Y).

b. Second hypothesis testing

It is known that the significant value for the influence of the Work Environment (X2) on Employee Job Satisfaction (Y) is $0.046 < 0.005$ and the calculated t value is $2.068 > t \text{ table } 2.0261$. So it can be concluded that H2 is accepted and H0 is rejected. This means that there is an influence between the Work Environment variable (X2) on Employee Job Satisfaction (Y).

D. F test (simultaneous)

The basis for decision making for the F test is:

1. If the sig value < 0.05 or F count > F table then there is an influence between variable X simultaneously on variable Y.
2. If the sig value is > 0.05 or t count < t table then there is no influence between variable X and variable Y.

$$F \text{ table} = F (k ; n-k) = (2 ; 38) = 3.24$$

The formula for finding the F test (simultaneous):

$$F \text{ tabel} = F (k ; n-k) = (2 ; 38) = 3,24$$

Table 5 F Test (Simultaneous)

| ANOVA ^a | | | | | | |
|--|------------|----------------|----|-------------|---------|-------------------|
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 419.078 | 2 | 209.539 | 132.480 | .000 ^b |
| | Residual | 58.522 | 37 | 1.582 | | |
| | Total | 477.600 | 39 | | | |
| a. Dependent Variable: KEPUASAN KERJA | | | | | | |
| b. Predictors: (Constant), LINGKUNGAN KERJA, STRES KERJA | | | | | | |

c. Third hypothesis testing

Based on the output above, it is known that the significant value for the influence of Job Stress (X1) and Work Environment (X2), simultaneously on Employee Job Satisfaction (Y) is $0.000 < 0.05$ and the Fcount value is $132.480 > F \text{ table } 3.24$ so it can be concluded that H3 is accepted and H0 is rejected, which means that there is an influence between variables X1 and X2 simultaneously on variable Y.

2) Discussion

From the analysis that has been carried out on the research data, it can be explained that testing the research instruments, namely using validity and reliability tests, shows that all the instruments used are valid and reliable.

Then, based on the results of the descriptive analysis test, it can be seen that the level of work stress is increasing and employee job satisfaction is also increasing because in the descriptive analysis based on age, it can be seen that the largest number of respondents are aged 36-45 years and based on gender, it can be seen that the largest number of respondents are men. where at the age level of 36-45 years, men have a high level of work stress because at that age employees are required to do a lot of work and it is a challenge for male employees to learn and gain job satisfaction.

Based on the results of the hypothesis test carried out by the researcher, it can be seen that the partial test shows that work stress has an influence on employee job satisfaction at the Farmers and Fisheries Multipurpose Cooperative (KSU TN). This is proven through a partial test for the first hypothesis for the Job Stress variable (X1) where the results of the partial test (t) show a significant value of $0.000 < 0.05$ and the calculated t value is $8.293 > t \text{ table } 2.0261$, meanwhile, the Work Environment also has influence on employee job satisfaction in all-farming and fishing cooperatives (KSU TN). This is proven through a partial test for the second hypothesis for the Work Environment variable (X2) where the results of the partial test (t) show a significant value of $0.046 < 0.05$ and the calculated t value is $2.068 > t \text{ table } 2.0261$.

The results of simultaneous hypothesis testing show that work stress and the work environment have an influence on employee job satisfaction in the all-farming and fishing cooperative (KSU TN). This can be seen from the output results for the F test that after looking at the significance value or comparing the calculated F value with the F table, the significant value for the influence of Work Stress (X1) and Work Environment (X2) simultaneously on Employee Job Satisfaction (Y) is $0.000 < 0.05$ and the calculated F value is $132.480 > F \text{ table } 3.24$ so it can be concluded that there is a significant influence between Job Stress and the Work Environment simultaneously on Employee Job Satisfaction at the Farmers and Fisheries Multi-Purpose Cooperative (KSU TN).

Based on the results of the R2 test, it can be explained that Job Stress and the Work Environment have an influence on Employee Job Satisfaction at the Farmers and Fisheries Multi-Purpose Cooperative (KSU TN) simultaneously and can be shown in the form of a percentage of the Adjusted R Square results, namely $0.871 (87.1\%)$ in the Farmers and Fishermen's Multi-Employment Cooperative (KSU TN) and 12.9 percent were not studied by researchers.

Apart from the results of the tests carried out, it can also be seen that employees of the Farmers and Fisheries Multipurpose Cooperative (KSU TN) experience a backlog of work so that work deadlines are difficult to fulfill, especially since employees often have additional tasks that must be completed first, causing other work to pile up. Not only that, it can also be seen from the work environment at the Farmers and Fishermen's Multi-Purpose Cooperative (KSU TN) where there is a work space layout such as an office space that is still relatively narrow which makes employee movement limited, the air ventilation feels stuffy and there is some office equipment that is used interchangeably so that it can slow down employee work. Based on the above phenomena, it can be seen that work stress and the work environment have a big influence on employee job satisfaction. However, this apparently does not make employees feel work stress because KSU TN employees continue to carry out their work and complete the work according to predetermined targets and feel happy with their work.

The results of the research conducted by researchers are different from the results of research conducted by David Rudianto (2019), regarding the influence of facilities, environment and work stress on job satisfaction (empirical study in

Department Stores & Supermarkets in Magelang City. From this research it can be concluded that partially the variables Work facilities have a positive and significant effect on the job satisfaction of Gardena Department Store & Supermarket Magelang City employees, partially the work environment variable has a positive and significant effect on the job satisfaction of Gardena Department Store & Supermarket Magelang City employees and partially the work stress variable has a negative and significant effect on satisfaction work of employees of the Gardena Department Store & Supermarket, Magelang City. Simultaneously, the variables work facilities, work environment and work stress have a significant effect on the job satisfaction of employees of the Gardena Department Store & Supermarket, Magelang City. This research shows that work stress partially has a positive effect.

V. CONCLUSION

Based on the results of the analysis and discussion carried out by researchers using SPSS tools, it can be concluded as follows:

1. Job stress has a significant influence on employee job satisfaction at the Farmers and Fishermen's Multi-Purpose Cooperative in the Indonesia-Malaysia border area
2. The work environment has a significant influence on employee job satisfaction at the Farmers and Fishermen's Multipurpose Cooperative in the Indonesia-Malaysia border area
3. Work Stress and Work Environment simultaneously have an influence on employee job satisfaction at the Farmers and Fisheries Multi-Purpose Cooperative in the Indonesia-Malaysia border area.

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