



The Influence of Job Stress and Work Environment on Employee Performance at PT Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency

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ABSTRACT: Employee performance is the most important part in supporting every company performance activity, so every employee needs to be aware that they have a responsibility to the company for the results of their work. This research aims to examine the influence of work stress and the work environment partially and simultaneously on employee performance and to look for variables that dominantly influence the performance of PT Majuperkasa Indonesia employees in Bati-bati, Tanah Laut Regency. This type of research is quantitative, the population in this sample are employees of PT Majuperkasa Indonesia. Determining the number of samples used the Slovin method with a sample size of 74 respondents. Data collection techniques using interviews, observation and distribution of questionnaires. The instrument used was a Likert scale model questionnaire with the data analysis used was multiple linear regression analysis. The results of this research indicate that work stress does not have a significant effect on the performance of PT Majuperkasa Indonesia employees, while the work environment has a significant effect on the performance of PT Majuperkasa Indonesia employees. Work stress and the work environment simultaneously influence the performance of PT Majuperkasa Indonesia employees. The work environment has a dominant influence on the performance of PT Majuperkasa Indonesia employees.

KEYWORDS: Employee Performance, Job Stress, Work Environment.

INTRODUCTION

Human resources are a supporting factor that greatly influences an organization or company. Basically, human resources and organizations or companies have one unit that needs each other, even though various automatic tools or machines have been discovered, to date there has never been an organization or company that has carried out its tasks without the help of human resources. Through effective and efficient use of human resources, a company will run well. Human resources have a major role in every organizational activity, meaning that even though they are supported by facilities and infrastructure as well as excessive financial resources, without the support of reliable human resources the activities of the organization or company will not be completed well. This shows that human resources are the main key that must be considered. An organization or company must be able to bring out the best performance from every employee in the organization because an employee who has high and good performance (work results) can support the achievement of the goals and objectives set by the company.

An international human resource management survey institute (Tower Watson, 2014) conducted a survey regarding the issue of the importance of employees as one of the company's assets which is classified as a valuable asset. The survey results showed that 70% of companies in Indonesia had difficulty recruiting and retaining competent employees, according to the criteria they desired. In the survey it was also found that 66% of employees in Indonesia tend to leave the company where they work within approximately 2 years. It is known from the survey conducted that there are several factors that cause this to happen, including culture within the company, employee commitment within the company, compensation for employees, work stress within the company, and the work environment within the company. Only 34% intend to stay at the company where they originally worked (2014 Towers Watson Global Workforce Study n.d.).

Based on this survey, it can be seen that quite a lot of companies in Indonesia are having difficulty getting employees according to the desired criteria and quite a lot are also finding it difficult to retain their employees. This clearly shows that a company in managing its company is required to be able to utilize human resources properly and correctly, how then the company must be able



to ensure that its employees can produce their best performance. One of the important problems faced by company leaders is how to improve the performance of their employees. There is good employee performance so that the company can achieve the goals that have been set efficiently and effectively. Success in achieving company goals is greatly influenced by individual employee performance. Every company will always try to improve employee performance in the hope that the company's goals are achieved. Each company or organization has different performance standards. In performance evaluation, there are standards called performance standards. Performance evaluation cannot possibly be carried out well without performance standards. The essence of performance evaluation is to compare the Assessor's performance with his performance standards. If performance evaluation is carried out without performance standards, the results have no value.

This research was conducted at PT. Majuperkasa Indonesia, which is one of the first AAC lightweight brick producers in Banjarmasin, Kalimantan. PT. Majuperkasa Indonesia, located in Bati-Bati District, Tanah Laut Regency, with Axel AAC products, provides world-class construction material products from remote parts of Indonesia. PT. Majuperkasa Indonesia is a company that excels in the field of construction production and contributes to infrastructure and economic development in Kalimantan. In order to continue to contribute to the development of PT. Majuperkasa Indonesia needs to improve employee performance so that they can carry out their duties as well as possible and can raise a trustworthy company image based on their performance. There are many factors that influence employee performance, two of which are paying attention to the work environment and work stress on employees.

The author conducted a preliminary survey at PT. Majuperkasa Indonesia, namely by direct interviews and asking for secondary company data from the head of PT personnel. Majuperkasa Indonesia, where the pre-survey results revealed that the performance of PT employees. Majuperkasa Indonesia is still low. Based on the results of interviews, the main factors causing low employee performance are caused by high work stress and work environment conditions that are not yet conducive. Therefore, work stress factors and non-physical work environment conditions are of concern to the author to conduct further research because these two factors play a role in improving employee performance at PT. Majuperkasa Indonesia. Judging from the company's target achievements, it shows that the targets were never achieved as in Figure 1

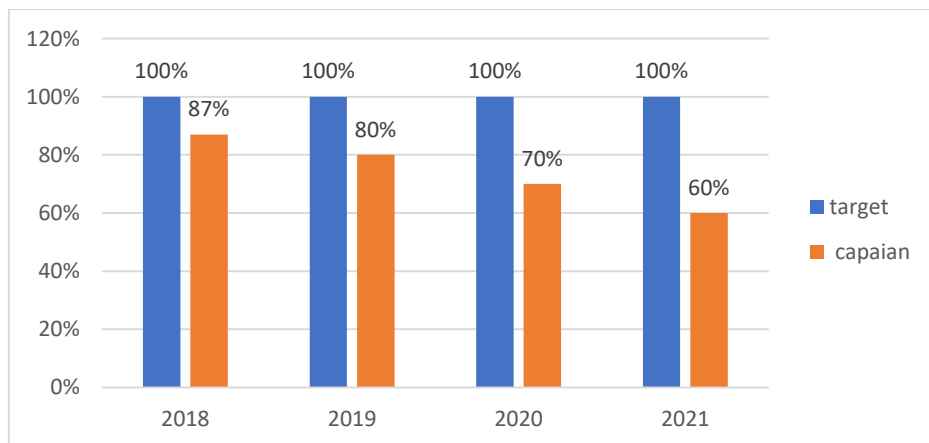


Figure 1. Performance of PT Majuperkasa Indonesia

Source: PT. Majuperkasa Indonesia, 2022.

Based on Figure 1, PT. Majuperkasa Indonesia shows a trend of decreasing performance from 2018 to 2021, the company's targets have never been achieved, this shows that the company has problems in the performance of its employees. Even though the company is supported by adequate technological staff, without HR support the company will not operate optimally. This is because employee performance is so important in supporting production activities that a company must be able to increase and improve the performance of its employees. Various efforts can be made to improve employee performance, starting from education, training and providing compensation, providing praise and motivation to awards for employees who excel. However, employee performance is not only influenced by these factors but is influenced by other things.



Currently, work stress is a global issue that affects all professions and workers in developed and developing countries. Based on data from WHO, around 450 million people in the world experience mental and behavioral disorders (Aufar & Raharjo, 2020). WHO predicts that work stress will become a major threat to human health by 2020. The International Labor Organization (ILO) estimates that corporate costs due to work stress are more than 200 million dollars per year. Costs are caused by paying salaries during illness, inpatient and outpatient care in hospitals, costs due to decreased worker productivity (Erdius & Dewi, 2017).

Data from the Health and Safety Executive (HSE) in 2020 shows that as many as 828,000 workers were affected by work-related stress, depression or anxiety in 2019-2020. And the average prevalence of work-related stress, depression and anxiety in industry is 1,579 cases per 100,000 workers. Meanwhile, in Indonesia, work stress is a serious problem. Basic health research (Riskasdas 2018) of the Ministry of Health shows data that the number of mental disorders is 9.8%. Furthermore, the figure for work stress is 35% which can have fatal consequences and as much as 43% are estimated to be lost work days.

PT. Majuperkasa Indonesia is a manufacturer of AAC lightweight bricks, where the main activity is making/producing AAC lightweight bricks. Employees in carrying out production activities need high concentration. If employees carry out production activities (work) in a stressful state, it will disturb their concentration/focus so that it will more or less affect the production process and have an impact on employee performance. How to manage stress well, namely by doing more physical activity when working from home (Work From Home/ WFH).

Another factor that companies must pay attention to in maintaining and improving employee performance is paying attention to working environmental conditions. The work environment is everything around an employee that influences him in carrying out and completing the tasks assigned to him in an area. So work environment research is more directed at how employees feel safe, comfortable, peaceful and satisfied in completing work in their work space. The work environment in a company is very important for management to pay attention to, especially in the work environment that carries out the production process in the company. A work environment that provides a feeling of comfort for employees can improve employee performance, whereas an inadequate work environment can reduce employee performance. The work environment is said to be good or suitable if people can carry out activities optimally, healthily, safely and comfortably.

Based on the results of interviews that the author obtained regarding the work environment, it is known that the work environment of PT. Majuperkasa Indonesia is still not conducive. The lack of conduciveness can be seen from work stress due to heavy, excessive task demands and working under pressure. This is what causes employees to experience a lot of stress and as a result of work stress, many work accidents occur. Unclear demands for work assignments, for example, it is not their job but they are told to do it too, the organizational structure is unclear regarding positions and duties, for example, admins go out into the field to carry out executive tasks, there is pressure from management, such as if they make a mistake, their salary will be deducted, the impact is on employees which causes employees to become stressed. Meanwhile, work environment problems can be seen from communication in the workplace not running smoothly, lack of teamwork, some employees' attitudes that are not good, tight working hours, and a less conducive working atmosphere where the temperature is hot in the production room, noise machines that irritate the ears, dust from sand trucks entering the room, and dust from pieces of rickety bricks that can endanger employee health, so that employee performance at work can be disrupted. If this is allowed to continue, there will be a significant decline in employee performance. Therefore, a company must ensure that its employees avoid work stress problems and create a good and conducive work environment, so that a comfortable and enjoyable work atmosphere can be created which will encourage employees to work better and more responsibly so that it will direct employees to achieve better performance. optimal. Based on the phenomena, data and several theories, the questions in this research are:

1. Do work stress and the work environment have a significant simultaneous effect on employee performance at PT. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency?
2. Do work stress and the work environment have a partially significant effect on employee performance at PT. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency?
3. Among the variables of work stress and work environment, which variable has the dominant influence on employee performance at PT. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency?



LITERATURE REVIEW

a. Job Stress

Stress is a response when a person experiences various demands, threats, or pressure that can change a person's behavior and state of mind. Stress can cause both physical and emotional changes. According to King in (Asih, et al., 2018:2) work stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and condition of an employee. Job stress is a stressful experience related to work.

Work stress is often experienced by every employee when facing work and can cause changes in behavior in every employee who experiences it. This condition does not always have a bad impact on employees and generally stress will disappear if this condition can be overcome. Based on the definition above, it can be concluded that work stress is a condition that occurs when employees are faced with opportunities and challenges that can cause tension and changes in behavior. Work stress can also result in emotional changes, affect physical and psychological imbalances, thought processes and can have an influence on employee performance.

Things that cause stress are called stressors. Stress is a reaction felt by employees as a form of job dissatisfaction. According to Luthan in (Asih et al., 2018:26) factors that cause stress (antecedent stress) include:

1. Extra-organizational stressors include social/technological changes, family, work relocation, economic conditions, race and class, differences in perception and differences in opportunities for employees to receive awards or promotions.
2. Organizational stressors include administrative policies and strategies, organizational structure, working conditions, responsibility without authority, inability to voice complaints, and inadequate rewards.
3. Group stressors include a lack of group cohesiveness such as employees not having togetherness due to work design, because providers prohibit or limit it, as well as a lack of social support for individuals.
4. Individual stressors include individual dispositions such as personality, perception, personal control, learned helplessness, psychological resilience, as well as the level of conflict between individuals that stems from frustration.

Another factor that can trigger work stress in employees is the system of implementing overtime work but not accompanied by providing incentives. Employees who frequently work overtime will be susceptible to work stress and this will result in decreased performance. This is due to the limited abilities of employees. Continuous work consists of various types and variations, including work stress which can provide passion and stimulate employees to feel more enthusiastic when working, there are challenges which are considered as self-motivation to be able to work harder, but there is stress which results in decreased work morale because employees feel workload that does not match their abilities, work routines that cause boredom, and coworkers who are incompetent. Berney and Selye in (Asih et al., 2018:4): stated that there are four types of stress, namely:

1. Eustress (good stress), namely stress that causes stimulus and excitement. This stress can increase creativity and enthusiasm.
2. Distress, namely stress that has harmful effects on the individual who experiences it, such as: unpleasant demands that drain the individual's energy, making it easier for them to fall ill.
3. Hyperstress, namely stress occurs when a person is forced to cope with pressure that exceeds his or her abilities. Changes in productivity, absenteeism, work turnover, changes in eating patterns, increased alcohol or cigarette consumption, rapid speaking, restlessness, and sleep disturbances.
4. Hypostress, namely stress that arises due to lack of stimulation. For example, stress due to boredom or routine work.

Based on the explanation above, it can be concluded that work stress consists of various types, namely eustress, distress, hyperstress and hypostress. Eustress is a positive type of stress because this stress can provide stimulus and passion, such as the work challenges given are interpreted as self-motivation to work harder. Distress is negative stress because it can cause a decrease in enthusiasm for work. This is caused by excessive demands and responsibilities which can drain an individual's energy so that this can result in decreased work output and increased absenteeism levels. Hyperstress is a type of high level of stress that occurs due to excessive anxiety felt by the individual experiencing it. Hypostress is a type of stress felt by employees due to lack of stimulus, work routines and less challenging work which can trigger boredom in the individual who experiences it.

There is work stress that has a positive impact on employees, such as motivation and the emergence of enthusiasm and passion for life, having the stimulus to work hard, and having the desire to continue to hone one's potential. However, there is work stress that



has a negative impact, including a lack of personal ability to make decisions, increased feelings of anxiety and reduced self-confidence so that employees are not sure they can work optimally.

Work stress is something that cannot be avoided, but employees can overcome any existing problems without having a negative impact. Employees who are able to work effectively and efficiently will be able to solve any work stress they face and will have the ability to handle new problems that will arise in the future.

According to Sunyoto and Burhanudin (2015:40) individual approaches that can be taken to manage stress include several applications such as:

1. Applying time management techniques can help someone to better deal with tension due to the demands of tasks or work.
2. Sports, such as swimming, cycling, walking and aerobics are forms of physical exercise recommended by doctors to overcome excessive stress levels.
3. Relaxation to reduce tension, such as meditation and biofeedback/physiological control techniques.
4. Expanding support network. When stress levels are too high, a person can talk to their friends, family, or coworkers.

Meanwhile, organizational approaches that can be taken to manage stress include better job selection and placement, training, setting realistic goals, redesigning jobs, increasing employee involvement, improving organizational communication, offering long leave, and organizing employee welfare programs. Indicators of work stress according to Afandi (2018:179) are as follows:

1. Task demands are factors that are related to a person's job, such as working conditions, physical location, etc.
2. Role demands relate to the pressure placed on a person as a function of the particular role played in an organization.
3. Interpersonal demands, pressure created by other employees.
4. Organizational structure, the image of the agency is characterized by an unclear organizational structure, lack of clarity regarding positions, roles, authority and responsibilities.
5. Organizational leadership provides a management style to the organization. Several parties in it can create an organizational climate that involves tension, fear and anxiety.

b. Work environment

The work environment can be interpreted as all the conditions around the workplace, which can affect employee performance. Work environment as a set of conditions in which people operate and includes physical, social and psychological environmental factors. Human Science Theory states that a person's needs and satisfactions are plural, namely biological and psychological needs in the form of material and non-material needs, by developing employees who are adaptive, will easily adapt to environmental demands, and be led by people who are trained in social skills and understanding. , and able to overcome human and technical problems. Human Relations Theory (Mayo) is needed in the world of business and industry, to study how employees can work effectively in groups, resulting in decisions to achieve organizational and personal goals.

According to Afandi (2018:66), the work environment is something that exists in the workers' environment which can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and whether or not work equipment is adequate. The work environment can be interpreted as all the tools encountered, the surrounding environment where a worker is, his work methods, as an influence on his work both as an individual and as a group.

Employees who are comfortable in their work environment will work efficiently and enjoy the work process, companies must improve work environment factors and ensure the peace of their employees. Companies need to build a work environment so that employees feel supported in career development, create new concepts for the work environment to increase employee effectiveness while providing an ergonomically designed work space that can improve employee performance. According to Sedarmayanti in (Andriani, Ahman and Santoso, 2021:80) the factors that influence the conditions of the work environment are:

1. Lighting or illumination is useful for ensuring safety and smooth running in the workplace, therefore it is important to provide good lighting but not glare.
2. Temperature/air temperature, normally each part of the body has a different temperature, humans try to maintain normal temperature with a perfect body system so that it can adapt to changes that occur outside the body, but the ability to adapt is



limited, namely that the human body still adapts to temperature. outside the body is no more than 20% of the hot condition and 35% for the cold condition of the body's normal condition.

3. Humidity is the amount of water contained in the air. This humidity is related or influenced by air temperature and together with humidity, the speed of moving air and heat radiation from the air it will affect the condition of the human body when it receives or releases heat from within the body, namely with conditions of very hot air temperature and high humidity. high will cause a large scale reduction in heat from the body due to the evaporation system. Another effect is an increase in heart rate due to more active blood circulation to meet oxygen needs, and the human body always tries to achieve a balance between body heat and the environment.
4. Air circulation, the surrounding air becomes dirty when the oxygen content in the air has been reduced and mixed with gases and odors that are harmful to body health. The main source of fresh air is the presence of plants around the workplace, both of which will provide coolness and physical freshness, feeling cool and fresh during work will help a tired body recover after work.
5. Noise, one type of pollution that is quite difficult for experts to deal with is noise, sounds that are unwanted by the ear. It is undesirable because in the long term these sounds will disturb work peace, damage hearing, and cause communication errors, and according to research, serious noise can even cause death.
6. Mechanical vibration. Mechanical vibration means vibrations caused by mechanical devices, some of which reach the employee's body and cause undesirable effects. In general, mechanical movement can disturb the body in terms of concentration at work, fatigue arrives, several diseases arise including disorders of the eyes, nerves, blood circulation, muscles, bones and others.
7. Unpleasant odors in the workplace can be considered pollution because they can interfere with concentration at work, and persistent odors can affect odor sensitivity. Proper use of AC is a way that can be used to eliminate odor nuisances around the workplace.
8. Soft colors in the work space will influence employee work enthusiasm. The work environment must be considered in terms of color because color can affect the souls of those around them. The nature and influence of color sometimes causes feelings of happiness, sadness, etc., because the nature of color can stimulate human feelings.
9. Decoration is related to good color management because decoration is not only related to the results of the work space but also related to the layout, colors, equipment and much more that needs to be done.
10. Melodious music creates a happy atmosphere, so it can be expected that they will reduce their fatigue and increase their enthusiasm for work. According to music experts, a mellow tone that suits the atmosphere, time and place can arouse and stimulate employees to work. Therefore songs must be chosen selectively to be played at work.
11. Security: To maintain the place and conditions of the work environment in a safe condition, its existence needs to be considered. One effort to maintain security in the workplace can be to utilize security personnel.

According to Bakker & Leiter in (Andriani, Ahman & Santoso, 2021:84) the dimensions of the work environment consist of:

1. The physical work environment includes space, temperature, noise, light, humidity, hazards, cleanliness, vibration, pollution, accessibility, physical stress and air flow. In addition to visible light, other types of radiation across the spectrum affect the physical environment.
2. The social work environment is the environment that arises from interactions between people and includes the impact of family, education, religion and peer pressure, as well as the impact of ethics, culture and organizational climate.
3. The psychological work environment is an environment that arises from a person's inner needs and external influences and includes recognition, responsibility, achievement, advancement, appreciation, job security, interpersonal relationships, leadership, affiliation, self-esteem, and work stress.

c. Employee performance

Performance is the achievement of results, in other words performance is the level of achievement of organizational goals. According to Prawirosentono in (Budiyanto & Mochklas, 2020: 10), performance is the work results achieved by employees or groups of employees in an organization in accordance with the legal authority or responsibility of the organization concerned, does not violate



the law and is in accordance with morals and ethics. Meanwhile, according to Mahsun in (Budiyanto & Mochklas, 2020: 10), performance is defined as a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, vision and mission of an organization as stated in the planning strategy (strategic planning) of an organization. Based on these definitions, a conclusion can be drawn that what is meant by performance is a description of the level of achievement of an activity/program/policy in realizing the organization's targets, objectives, vision and mission legally, without violating the law and in accordance with the morals and ethics contained in the formulation. planning strategy.

According to Nitisemito in (Sitinjak et al., 2021:5) there are several factors in employee performance, namely: The amount and composition of compensation given, Appropriate work placement, Training and promotion, Sense of security in the future (with severance pay and so on) , Relationships with coworkers and Relationships with leaders. Furthermore, Mangkuprawira (Sitinjak et al., 2021:6) stated that individual performance is basically influenced by factors: Expectations regarding rewards, encouragement, abilities, needs and traits, perceptions of tasks, internal and external rewards and perceptions of the level of rewards and satisfaction. Work. Performance standards are work standards that are considered satisfactory if the statements indicate several main areas of employee responsibility, contain how a work activity will be carried out, and direct attention to the quantitative mechanism for how performance results are measured. Randall & Jackson in (Sitinjak et al., 2021:8) put forward three basic types of performance criteria, namely:

1. Trait-based criteria (focuses on an employee's personal characteristics).
2. Behavior-based criteria (criteria that are important for jobs that require interpersonal relationships).
3. Results-based criteria (criteria that focus on what has been achieved or produced).

According to Robbins (2016:260) there are six indicators to measure employee performance, namely:

1. Quality of work, perfection of tasks towards employee skills and abilities and employee perceptions of the quality of work produced are measures of work quality.
2. Work quantity, the amount expressed in units and the activity cycle completed is the amount produced expressed in quantity.
3. Punctuality, completing activities on time and maximizing available time with other activities.
4. Effectiveness, increasing the results of each unit and the use of resources by maximizing the level of use of existing organizational resources (power, money, raw materials).
5. Commitment, the level at which an employee can carry out his work functions and responsibilities towards the agency or company.

d. Conceptual framework

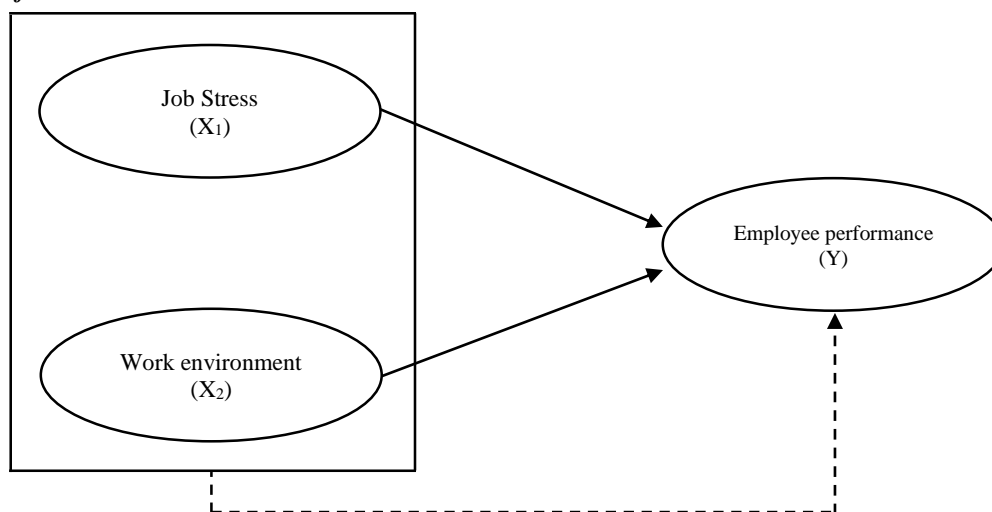


Figure 2. Conceptual Framework



e. Hypothesis

Based on the conceptual framework and problem formulation, the hypotheses in this research are:

H1: Work stress and the work environment have a significant simultaneous effect on employee performance at PT. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency.

H2: Work stress and work environment have a partially significant effect on employee performance at PT. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency.

H3: Work stress has a dominant influence on employee performance at PT. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency

RESEARCH METHODS

The research approach uses a quantitative approach, with the dependent variable being employee performance (Y). Meanwhile, the independent variables are Job Stress (X1) and Work Environment (X2). The population in this study were 272 employees of PT Majuperkasa Indonesia. By using the Slovin formula, a sample of 74 respondents was obtained. The sampling technique used in this research is simple random sampling, namely taking sample members from the population at random without paying attention to the strata in the population. Data collection techniques include Interview, Observation, Questionnaire and Library Research, then the data is analyzed using Multiple Linear Regression, with the aim of finding out how much influence the independent variables Work Stress (X1) and Work Environment (X2) have on the dependent variable PT Majuperkasa Indonesia Employee Performance with regression equation: $Y = a + b_1X_1 + b_2X_2 + e$

a. Operational Definition of research variables

Job stress (X1) is a condition that arises from human interactions with their work and is characterized by humans as human changes that force them to deviate from their normal functions. The indicators of work stress in this research (Affandi, 2018) are:

1. Task demands (X1.1)
2. Role demands (X1.2)
3. Interpersonal demands (X1.3)
4. Organizational structure (X1.4)
5. Organizational leadership (X1.5)

The work environment (X2) is all the conditions around the workplace, which can influence employee performance. According to Bakker & Leiter in (Andriani, Ahman & Santoso, 2021:84), the work environment indicators in this research are:

1. Physical work environment (X2.1)
2. Social work environment (X2.2)
3. Psychological work environment (X2.3)

Employee performance (Y) is a description of the level of achievement of implementing an activity/program/policy in realizing the organization's targets, goals, vision and mission legally, without violating the law and in accordance with the morals and ethics contained in the formulation of planning strategies. The indicators of employee performance in this research are:

1. Quality of work (Y1)
2. Working quantity (Y2)
3. Punctuality (Y3)
4. Effectiveness (Y4)
5. Commitment (Y5)

RESEARCH RESULT

Validity test

Validity testing was carried out using Pearson product moment correlation analysis, which was carried out by correlating each item score with the total score. The minimum requirement to be considered a valid instrument item is a validity index value of ≥ 0.3 (Sugiyono, 2016: 179). The results of the tests carried out for each item in the research variables are as follows:



Table 1. Validity Test Results of Work Stress Variable Items

Statement	Pearson correlation	Index Value	Information
P1	0,550	0,30	Valid
P2	0,714	0,30	Valid
P3	0,807	0,30	Valid
P4	0,600	0,30	Valid
P5	0,652	0,30	Valid
P6	0,537	0,30	Valid
P7	0,611	0,30	Valid
P8	0,705	0,30	Valid
P9	0,659	0,30	Valid
P10	0,601	0,30	Valid

Source: Primary data processed

Based on Table 1, all work stress variable items have a Pearson correlation value greater than 0.3. Therefore, it can be concluded that all question items for each work stress variable have met the validity assumptions and can be used for further testing.

Table 2. Validity Test Results of Work Environment Variable Items

Statement	Pearson correlation	Index Value	Information
P1	0,717	0,30	Valid
P2	0,683	0,30	Valid
P3	0,664	0,30	Valid
P4	0,838	0,30	Valid
P5	0,839	0,30	Valid
P6	0,777	0,30	Valid
P7	0,697	0,30	Valid
P8	0,767	0,30	Valid
P9	0,704	0,30	Valid
P10	0,669	0,30	Valid
P11	0,839	0,30	Valid
P12	0,696	0,30	Valid
P13	0,581	0,30	Valid
P14	0,837	0,30	Valid

Source: Primary data processed

Based on Table 2, all work environment variable items have a Pearson correlation value greater than 0.3. Therefore, it can be concluded that all question items for each work environment variable have met the validity assumptions and can be used for further testing.

Table 3. Validity Test Results of Performance Variable Items

Statement	Pearson correlation	Index Value	Information
P1	0,592	0,30	Valid
P2	0,646	0,30	Valid
P3	0,593	0,30	Valid



P4	0,767	0,30	Valid
P5	0,581	0,30	Valid
P6	0,657	0,30	Valid
P7	0,664	0,30	Valid
P8	0,768	0,30	Valid
P9	0,633	0,30	Valid
P10	0,702	0,30	Valid
P11	0,627	0,30	Valid
P12	0,658	0,30	Valid

Source: Primary data processed

Based on Table 3, all performance variable items have a Pearson correlation value greater than 0.3. Therefore, it can be concluded that all question items for each performance variable have met the validity assumptions and can be used for further testing.

Reliability Test

Reliability testing is used to determine the level of stability and consistency of measuring instruments used to measure the concept of bias and can be minimized. Research variables are said to be reliable if the Cronbach's Alpha value is greater than 0.70. The results of reliability testing in this research are as follows:

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	Critical Value	Information
Work stress	0,844	≥ 0,70	Reliable
Work environment	0,933	≥ 0,70	Reliable
Performance	0,879	≥ 0,70	Reliable

Source: Primary data processed

Table 4, all research variables have a Cronbach's Alpha value greater than 0.70. So it can be concluded that the questionnaire for each research variable is reliable. Because the validity and reliability tests have been fulfilled, the research variable items are suitable for use as research instruments.

Multiple Linear Regression Analysis

The multiple regression analysis in this study aims to determine the magnitude of the influence of the independent variables, namely work stress (X1) and work environment (X2). Dependent variable is the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency (Y)

Table 5. Results of Multiple Regression Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.939	4.684		4.257	.000
	Work stress	.213	.135	.194	1.573	.120
	Work environment	.326	.092	.438	3.541	.001

a. Dependent Variable: Performance

Source: Primary data processed



Multiple linear regression analysis was carried out to determine the extent to which the independent variable has an influence on the dependent variable. With these variables it can be arranged in the following equation:

$$Y = 19.939 + 0.213X_1 + 0.326 + e$$

Based on the regression coefficient for each of these variables, it can be explained that:

1. Constant (a) has a positive value of 19.939. This means that if work stress and work environment are zero then the employee's performance value is 19.939.
2. The regression coefficient for the work stress variable is positive at 0.213. This means that every change in the work stress variable by one unit will result in a change in employee performance of 0.213 units, assuming the other variables are constant. A one unit increase in the work stress variable will increase employee performance by 0.213 units, whereas a one unit decrease in the work stress variable will reduce employee performance by 0.213 units.
3. The regression coefficient for the work environment variable has a positive value of 0.326. This means that every change in the work environment variable by one unit will result in a change in employee performance of 0.326 units, assuming the other variables are constant. A one unit increase in the work environment variable will increase employee performance by 0.326 units, whereas a one unit decrease in the work environment variable will reduce employee performance by 0.326 units.

Coefficient of determination (R²)

The R² coefficient of determination test is used to determine how well the sample uses the data. R² measures the amount of reduction in the dependent variable obtained from users of the independent variable. R² has a value between 0 and 1, with a high R² ranging from 0.0 to 1.

Table 6. R² Coefficient of Determination Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.579 ^a	.335	.317	5.419
a. Predictors: (Constant), Work Environment, Work Stress				

Source: Primary data processed

The R² used is the adjusted R square value which is the adjusted R². Adjusted R square is an indicator to determine the effect of adding time to an independent variable into the equation. From the output, it can be seen that the correlation value is 0.579 with a coefficient of determination of 0.317. Thus, 31.7% of the variation in changes in employee performance variables is explained by work stress (X₁), work environment (X₂) while 68.3% is influenced by other factors not studied.

Hypothesis testing

Simultaneous Test (F Test)

The F statistical test basically shows whether all the independent or independent variables included in the model have a joint influence on the dependent/dependent variable. The conditions used are: If the probability value is > 0.05 then Ho is accepted. If the probability value is <0.05 then Ho is rejected.

Table 7. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1052.610	2	526.305	17.923	.000 ^b
	Residual	2084.903	71	29.365		
	Total	3137.514	73			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Work Environment, Work Stress						

Source: Primary data processed



Based on the results of the ANOVA test or F test in the attached table, a significance level of 0.000 was obtained. Because the probability value is <0.05 , namely $(0.000 < 0.05)$, the regression model can be used to predict the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency (Y). It can also be said that the work stress variables (X1) and work environment (X2) together have a significant effect on the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency (Y).

Partial Test (t Test)

Partial testing (t test) aims to test or confirm the hypothesis individually. The t test has a significance value of $\alpha=5\%$. Hypothesis testing criteria using the t statistical test are if the significance value of t (p-value) is <0.05 , then the alternative hypothesis is accepted, which states that an independent variable individually and significantly influences the dependent variable (Ghozali, 2018:99). The results of calculations carried out using SPSS V26 can be described as follows:

Table 8. t Test Results

Coefficients ^a			
Model		t	Sig.
1	(Constant)	4.257	.000
	Job Stress	1.573	.120
	Work environment	3.541	.001
a. Dependent Variable: Performance			

Source: Primary data processed

Based on the results of the t statistical test above, it can be explained partially the influence of work stress and the work environment on performance as follows:

1. Statistical test of work stress on the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency. The influence of work stress on employee performance obtained a non-significant regression coefficient of $0.120 > 0.050$. This shows that the first hypothesis (H1) is rejected. This means that the hypothesis of this research states that work stress has an insignificant influence on the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency.
2. Statistical test of the work environment on the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency. The influence of the work environment on employee performance obtained a positive direction regression coefficient with a significance of $0.001 < 0.050$. This shows that the second hypothesis (H2) is accepted. This means that the hypothesis of this research states that the work environment on employee performance has a positive and significant influence on the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency.
3. Test the Most Dominant Variable, to determine the independent variable that has the most influence on variable Y, this can be done by comparing the regression coefficient (Beta) between one variable and another. The independent variable that has the most dominant influence on variable Y is the variable that has the largest regression coefficient. To compare the regression coefficients of each independent variable, a ranking table is presented as follows:

Table 9. Summary of Regression Analysis Results

Variable	Beta Coefficient	Influence
Job Stress (X1)	0,194	Not significant
Work Environment (X2)	0,438	Significant

Source: Primary data processed

Based on the table, it can be seen that variable X2 is the variable that has the largest beta coefficient. This means that the variable is more influenced by variable X2 (work environment) compared to other variables. The coefficient of variable.



DISCUSSION

H1: Work stress and the work environment have a significant simultaneous effect on the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency.

The results of simultaneous analysis tests prove that there is a significant influence of work stress and work environment simultaneously on employee performance. Through the results of the ANOVA calculations that have been carried out, a significant level of 0.000 is obtained, which is smaller than 0.050. This shows that the variables of work stress and work environment simultaneously influence the performance of PT Majuperkasa Indonesia employees in Bati-bati, Tanah Laut Regency. Thus, work stress factors and the work environment improve the performance of PT Majuperkasa Indonesia employees. However, if one variable decreases, it can also reduce employee performance. This is because these two variables simultaneously influence employee performance, so the first hypothesis is accepted. The results of this research are in accordance with previous research conducted by Syahputra (2022) and Hariana (2018) which found that work stress and the work environment simultaneously have a significant effect on employee performance.

H2: Work Stress and the Work Environment have a partially significant effect on the performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency.

The results of partial hypothesis testing prove that there is no significant influence between work stress and employee performance. Through the results of the calculations that have been carried out, the significant level of results is 0.120, which is greater than 0.050. Thus, this test statistically proves that work stress does not have a significant positive effect on employee performance. The research results show that even though employees at PT. Majuperkasa Indonesia has high job demands but they don't feel that these things make them stressed so it doesn't affect their performance. This means that work stress on PT employees. Majuperkasa Indonesia can still be overcome so that it does not affect their performance. The results of this research are in accordance with previous research conducted by Hotiana and Febriansyah (2018) and Waruwu (2018) which stated that work stress does not have a significant effect on employee performance. Meanwhile, the results of hypothesis testing for work environment variables show that the work environment has a positive and significant effect on employee performance. Through the results of the calculations that have been carried out, the significant level of results is 0.001, which is smaller than 0.050. Thus, this test statistically proves that the work environment has a significant positive effect on employee performance. This means that the work environment influences the high and low performance of employees. The research results show that the working atmosphere at PT. Majuperkasa Indonesia is relatively safe and comfortable, harmonious relationships with other employees, and the availability of work facilities make employees more active in carrying out their work. So these things can affect employee performance. This means that the work environment at PT. Majuperkasa Indonesia influences employee performance. The work environment has a positive effect on employee performance because employee performance is directly proportional to the conditions in the work environment. The results of this research are in line with the results of previous research conducted by Aisyah and Winarno (2021) and Syahputra (2022) which stated that the work environment has a significant effect on employee performance.

H3: Work Environment Dominant Variable on the Performance of PT Majuperkasa Indonesia employees in Bati-Bati, Tanah Laut Regency.

The results of data analysis show that the work environment variable is the most dominant variable in employee performance. This is proven by comparing the regression coefficient (Beta) between the work stress variables. Variable X2 (work environment) has the largest beta coefficient, namely 0.438. So the Third Hypothesis (H3) is accepted

CONCLUSION

Based on the results of research on employee respondents of PT. Majuperkasa Indonesia in Bati-Bati Tanah Laut Regency, it can be concluded several things as follows:

1. Based on the results of the simultaneous significance test (F test), it was found that work stress and the work environment together had a positive and significant effect on employee performance. This means that the better the work stress and work environment in the company, the more the performance of PT employees will increase. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency.



2. It has been empirically proven that the work stress variable does not have a significant influence on employee performance. This means that increasing or decreasing work stress will not affect employee performance at PT. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency. Meanwhile, work environment variables are empirically proven to have a significant positive influence on employee performance. This means that the better the work environment implemented in the company, the higher the performance of PT employees. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency.
3. Empirically proven, the work environment has the most dominant influence on employee performance. This means that the work environment variable has the greatest contribution of influence among the work stress variables on the performance of PT employees. Majuperkasa Indonesia in Bati-Bati, Tanah Laut Regency.

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