

Employee Performance In Light Of Work Stress And Environment

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Abstract

Employee is end spear walk wheel company , so that study This aim analyze performance employees at PT. Baroque Son of West Java . reviewed from pressure work and environment Work against . Study descriptive quantitative This involved 69 respondents through questionnaire with Likert scale . Data analysis was performed use SPSS for test validity , reliability questionnaire , And test hypothesis . Results study show (1) pressure work have impact negative on performance employees at PT. Baroque Son of West Java ., (2) environment Work have impact positive on performance employees at PT. Barokah Putra Jabar and (3) By Simultaneously , pressure work and environment Work impact positive and up performance employee in PT. Baroque Son of West Java . Researcher recommend company notice pressure work And environment Work for progress company in every period.

Keywords: Performance , Stressed Work , Environment Work

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INTRODUCTION

Moment this , competition business in environment company the more competitive . Company must prepare source Power man quality For deal with it . Besides that , the company should also monitor and arrange performance from his employees . Matter This aim so that employee the have loyalty Which tall (Arianto , 2023). Arrange employee company is matter Which complex . According to Hasibuan (2016) a employee naturally influenced method view , feelings , positions , ambitions , and drives heterogeneous _ when are in the company . For that , important very for A company notice his employees to feel comfort in Work so that the target achieved (Saban , et al ., 2020).

Employee is component mover in A company (Larasati , 2018). For that , needed employee company Which quality , competent , And fulfil qualification naturally give support best for progress company . it _ no matter Which easy remember performance employee influenced Lots factor , among them pressure work And environment company . Darmawana , et al ., (2020) explain pressure

work cause a employee experience stressed work . Condition pressure work is something condition Where a employees feel depressed and feeling is at outside limit ability .

Generally performance explained as reject measuring success a employee in operate his job in accordance target (Arianty , et al . 2016). Performance employee as Wrong One factor determinant success A company operate the wheels the organization .

Lots aspect in company resulted stressed Work for employee like demands required tasks and roles _ done by employee in outside limit ability . Besides that , structure organization in in company the like obscurity authority Which done by some parties that are in company , and aspect other . work stress Also can triggered by environment company Which not enough support employee the do his job .

Environment Work is atmosphere place work perceived by employees _ moment Work together in A organization (Polakitang , et al ., 2020). circumstances environment Which felt impactful employees _ open or closed . If environment company No support , of course employee No can increase performance And maximizing objective company . Environment shaped physical , form company That alone , whereas environment shaped non physique form connection between individual nor between individual with structure in the company place shelter . company said capable compete that is company Which own performance employee ok . So that in study This use object in PT. Baroque Son of West Java . For know performance his employees . PT. Baroque Son of West Java . is company Which move in production of resistant materials fire . Whole work Which done in company expect performance employee Which tall so that can grow productivity company . PT. Baroque Son of West Java . stand since year 2020 naturally have management performance employee Which ok . For maintain performance , HRD in a manner routine do evaluation performance employee as form evaluation quality performance his employees . The result made material evaluation for HR.

In fact , a lot PT employees Baroque Son of West Java . aged _ more from 40 year . Matter This show mostly workers _ start work at company This on age young . Matter This become topic interesting for researcher For analyze performance employee based on pressure work And environment company Which move in production material stand fire .

Study about performance employee get attention as focus research , among them Anggraini & Rahardja (2018), Darmawan (2020), Komara , et al . (2021), Polakitang , et al . (2020), And Still Lots study other . Study Anggraini & Rahardja (2018) review performance employee based on corner view style leadership , motivation work , And organizational commitment . The result show each variable influential positive to performance PT employees Leo Agung Raya Semarang. Study Darmawan (2020) review performance employee based on corner view commitment organization , climate work , satisfaction work and ethos work . The result show fourth variable in a manner simultaneous affect performance employee KUD Minatani , Subdistrict Brondong .

Study Komara , et al . (2021) focus performance employee reviewed from pressure experienced work _ employee . Results study This show pressure work

have impact negative to performance employee . But pressure work involve motivation Work as intermediary produce impact negative to performance employee . Meanwhile , Polalakitang , et al . (2020) review performance employee based on corner view burden work , environment work , And stressed work . Results study This show in a manner simultaneous training , development career , And competence influential significant to performance employee PT. Esta Jaya Group.

From a number of study the , bring up there is a gap difference results performance employee based on corner view Which different . Matter This generate research ideas about performance employee If reviewed from pressure work And environment work . So that objective study For analyze influence in a manner simultaneous between pressure work And environment work to performance employee PT. Baroque Son of West Java ..

Pressure Work

Pressure work cause stressed job . Mangkunegara (2017) explain work stress is A emotion in situation experienced urgency _ employee in face series task work.Pg This looked from emotion No stable , less calm down , easy tired , tense , And nervous . Pressure work Which faced employee naturally influenced style management in manage organization (Sweet & Sofyan , 2021). So that can formulated that pressure work influence performance employee PT. Baroque Son of West Java .. so , matter This can hypothesized as following .

H₁ : Pressure work influence performance employee PT. Baroque Son of West Java

Environment Work

Environment Work always become attention from management A company Which No Can looked at adjacent eye (Nabawi, 2020). Employee Which " durable " subserve in company what we can be certain of is own effective operate it works with ok . Matter This supported Lots factor , among them commitment company in welfare his employees . Matter the strengthened opinion (Kusdiana , 2018) that environment Work as condition in company Which influence performance employee in operate his job . so , matter This can hypothesized as following .

H₂ : Environment Work influence performance PT employees Baroque Son of West Java .

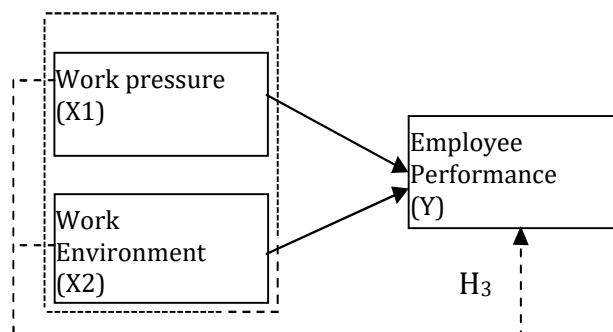
Performance Employee

Performance employee is *output* series task Work Which achieved a employee company in operate task obligations (Anggraeni & Rahardja , 2018). Performance employee done evaluation in period certain with compare with that target set. Sukwadi & Meliana (2014) explain standard evaluation can done with compare standard result , target, nor criteria Which set before .

More continue , Komara , et al . , (2020) explain indicator Work Which can used evaluate performance employee that is quality from results it works , burden Which given , accuracy time in complete , and cooperation with colleague .

Framework Conceptual

From explanation in top , can depicted framework conceptual in Picture 1 following



Picture 1. Framework Conceptual Study

From Picture 1, researcher hypothesize guess as following .

H₃ : Pressure work and environment Work in a manner simultaneous influence performance employee in PT. Baroque Son of West Java .

METHOD

Study descriptive quantitative chosen For answer hypothesis Which submitted . Matter This because involve variable bound that is performance employee , whereas variable free that is pressure work And environment work . Study This done researcher on month November 2021 until February 2023.

Seven twenty (69) employees of PT. Baroque Son of West Java . as the population . the sample namely 69 employees so that can said as sample saturated . Data collected through questionnaire Which given on employee PT. Barokah Putra Jabar .. List of questions on questionnaire covers variable as well as indicator in study This explained on Table 1.

Table 1. Variable And indicator

Indicator Variables	
Pressure work (X ₁) (Afandi , 2018)	a. Provision task b. Provision role c. Provision between personal d. Structure organization e. <u>Leadership</u>
Environment Work (X ₂) (Nitisemito , 2012; Sedarmayanti , 2013)	a. Lighting b. temperature air c. noise d. Election color e. Room motion f. Ability Work g. Connection between

Performance employee
(Y) (Saban, et al ., 2020)

- a. Quality Work
- b. Knowledge
- c. Not quite enough answer
- d. Presence
- e. cooperation

Source : data processed (2023)

Questions on the questionnaire are made based on a Likert scale so that respondent only answer which question there . Questionnaire Which used in study This previously determined validity And reliability . validity And reliability used For measure accuracy And consistency questionnaire Which used .

Data Which collected Then done test normality , test multicollinearity , test heterodexity , test autocorrelation , And analysis regression . Test normality used For test normalcy data results questionnaire , test multicollinearity For test correlation between variable independent . Test heterodexity For test similarity variance , autocorrelation test used For test happening autocorrelation . Meanwhile , analysis regression For looked correlation between variable free (pressure work And environment work) with variable bound (performance employee) . *Software* SPSS used by researcher For answer guess from hypothesis Which submitted .

RESULTS AND DISCUSSION

Results

Overview _ PT respondents Baroque Son of West Java . involved _ in study This served on Table 2 following .

Table 2. Respondents study

Variable	Description	Amount
Type gender	Male	58
	Female	11
Age	25 - 34 years	11
	35 - 44 years	8
	45 - 54 years	11
	55 - 64 years	39
Education final	JUNIOR HIGH SCHOOL equal	1
	SENIOR HIGH SCHOOL equivalent	38
	D3	10
	S1	20
Long Work	1 - 5 year	10
	6 - 10 year	3
	11 - 15 years	2

16 – 20 years	3
> 20 year	51

Source : data processed (2023)

Data on Table 2, can said majority PT employees Baroque Son of a kind sex man with range age 55 – 64 year , education final High school equivalent , and years of service more from 19 year .

Test validity And Reliability

Furthermore from data questionnaire researcher analyze result For test validity and reliability . Test results validity served in Table 3 below .

Table 3. validity Questionnaire

Variabel	Item	Correlations	Sig.	Ket
X ₁	X ₁₋₁	0.606**	0	Valid
	X ₁₋₂	0.666**	0	Valid
	X ₁₋₃	0.830**	0	Valid
	X ₁₋₄	0.810**	0	Valid
	X ₁₋₅	0.476**	0	Valid
	X ₁₋₆	0.807**	0	Valid
	X ₁₋₇	0.830**	0	Valid
	X ₁₋₈	0.783**	0	Valid
	X ₁₋₉	0.821**	0	Valid
	X ₁₋₁₀	0.773**	0	Valid
X ₂	X ₂₋₁	0.725**	0	Valid
	X ₂₋₂	0.783**	0	Valid
	X ₂₋₃	0.661**	0	Valid
	X ₂₋₄	0.743**	0	Valid
	X ₂₋₅	0.260**	0	Valid
	X ₂₋₆	0.721**	0	Valid
	X ₂₋₇	0.589**	0	Valid
	X ₂₋₈	0.766**	0	Valid
	X ₂₋₉	0.747**	0	Valid
	X ₂₋₁₀	0.732**	0	Valid
Y	Y.1	0.494**	0	Valid
	Y.2	0.768**	0	Valid
	Y.3	0.823**	0	Valid
	Y.4	0.802**	0	Valid
	Y.5	0.772**	0	Valid
	Y.6	0.795**	0	Valid
	Y.7	0.794**	0	Valid
	Y.8	0.807**	0	Valid
	Y.9	0.794**	0	Valid
	Y.10	0.726**	0	Valid

Source : data processed (2023)

Results analysis validity in top , show sig. < 5% on all items question . So that can concluded questionnaire used _ in study This **valid** . Next , researcher test reliability from questionnaire the And result served on Table 4 following .

Table 4. Reliability

Variabel	Cronbarch's Alpha	Ket
Pressure work	0658	Reliable
Environment work	0728	Reliable
Performance employees	0905	Reliable

Source : data processed (2023)

Results analysis reliability in top , show mark Cronbarch's Alpha > .6 at all variable . So that can concluded questionnaire study This **reliable** . So that can concluded each indicator from questionnaire worthy used For measure variable in research .

Test Normality

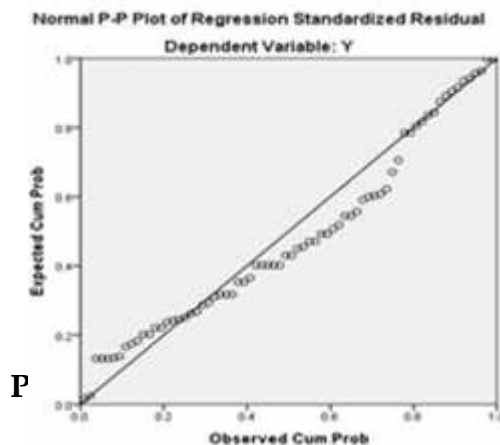
Test normality in study This use test Kolmogorov-Smirnov. Results analysis use SPSS served on Table 5 following .

Table 5. Test Normality

One-Sample Kolmogorov-Smirnov Test		
N		69
Normal Parameters^{a b}	Mean	.0000000
	Std.Deviation	3.35612140
Most Extreme Differences	Absolute	.120
	Positive	.120
	Negative	-.100
Kolmogorov- Smirnov Z		.998
Asymp. Sig. (2- tailed)		.272

Source : data processed (2023)

Table 5 shows the value of sig.>.05, so it can be said that the data is normally distributed. This is reinforced by the results of the normality p-plot test regarding the distribution of existing data as shown in Figure 2 below.



On Picture 2, looked that deployment point is on the diagonal axis or approaching the diagonal line. it indicates pressure data work and environment work distributed normal.

Test Multicollinearity

Multicollinearity test is used for know correlation between variable pressure work And environment Work (Ghozali , 2016). Results analysis test multicollinearity served on Table 6.

Table 6. Test Multicollinearity

Coefficients		
Model	Collinearitytolerance	StatisticsVIF
stress Work (X ₁)	0.778	1,286
Environment Work (X ₂)	0.778	1,286

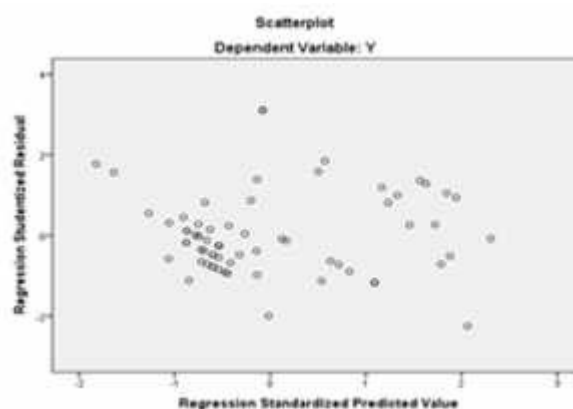
a. dependent Variable : Performance Employee

Source : data processed (2023)

From Table 6 in top, show VIF second variable < 10 , so that said free multicollinearity . Can said between variable independent No happen multicollinearity.

Test Heteroscedasticity

Researcher Also do test heteroscedasticity . Heteroscedasticity happen If variant error from observation One to observation other happen dissimilarity . Test This done through SPSS scatterplot And result served on Picture 3 following .



Picture 3. Results Test Heteroscedasticity

On Picture 3 in top , shows No happen heteroscedasticity . Matter the can seen No formation pattern wavy , wide nor narrowed on scatterplot. Can said , No happen heterodexity on model regression .

Test Autocorrelation

Test autocorrelation use test Durbin-Watson and results served on Table 7 following .

Table 7. Results Test Autocorrelation

Durbin-Watson

1.796

Source : data processed (2023)

Calculation table Durbin-Watson as big 1.5542 And Du as big 1.6715. While DW counts is at between DWs table ($1.5542 < 1,796 < 2.204$). Can concluded No happen autocorrelation .

Test Regression linear Double

Results analysis linear double served on Table 8 following .

Table 8. Results test regression linear double

Model	Unstandardized Coefficients	T	1 Sig.
1	(Constant)	29.412	5.894 .000
	X1	-.338	-4.743 .000
	X2	.444	4.429 .000

Source : data processed (2023)

From Table 8 can formed equality following :

$$Y = 29,412 - 0.338 X_1 + 0.444 X_2 + e$$

Equality show mark constant of 29,412, If the pressure work and environment Work worth 0 (zero) so performance employee worth 29,412. So variable pressure work (X₁) own impact negative to performance employee And environment Work (X₂) have impact positive to performance employee .

Whereas through test t obtained results like on Table 9 following.

Table 9. Results Test t

Model	Coefficients ^a					Sig.
	Unstandardized Coefficients B	standardized Coefficients Std. Error	Beta	t		
1	(Constant)	29.412	4.990		5.894	.000
	X1	-.338	.071	-.444	-4,743	.000
	X2	.444	.100	.415	4,429	.000

Source : data processed (2023)

Results in Table 9, variables pressure work obtained mark sig. <.05 so pressure work have impact to performance employee PT. Baroque Son of West Java ..

Whereas on variable environment Work obtained mark sig. <.05 so environment Work own impact on performance employee PT. Baroque Son of West Java ..

ANOVA test presented in Table 10 following .

Table 10. ANOVA test

Model	ANOVA ^a				
	Sum Of Squares	Df	Mean Square	F	Sig.
Regression	923.401	2	461.690	39.803	.000 ^b
Residual	777.185	67	11.600		
Total	1690.586	69			

a. Dependent Variable: Y
b. Predictors: (Constant), X2, X1

Source : data processed (2023)

The results of the analysis in Table 10 are obtained mark F_{count} is 39803 with sig. < .05. From the results the can said exists influence in a manner simultaneous between pressure work and environment Work on performance employee in PT. Baroque Son of West Java ..

Based on results analysis data Whichdone researcher obtained mark sig. <.05 or can said pressure work have impact to performance PT employees Baroque Son of West Java .. Pressure work experienced _ employee in PT. Baroque Son of West Java . experience enhancement so implicated on decline performance . Matter This contrary with study Wahyuni(2009) And Komara (2020) state No There is influence between pressure work with performance employee . Study Wahyuni (2009) done in ABUMN in West Sumatra province .

Will but , results study This supported by study Mualifah ,Sunaryo , & pardiman

(2023) that between both of them have influence. Difference results This no matter Which Strange Because every company have characteristics alone. Naturally Lots factor Which affect, among them awareness on feeling, reaction psychological And physiological from situation Which felt (Aji & bayu, 2010). Experienced minimal work stress _ employee will help performance employee Which very good for company.

reviewed from variable environment Work obtained mark sig. $<.05$ so environment Work own impact on performance PT employees Baroque Son of West Java ..Can Also said variable environment work has increased influence performance employee. Matter This in a manner significant produce performance employee Which in accordance with target company And at a time increase productivity employee in PT. Baroque Son of West Java .. Results This support study previously from Nabawi (2020), Nguyen, et al. (2020); Siagian et al. (2018), Pharisees & Fani (2020), Saidi, et al. (2020), And Still Lots study other. Environment Work as Wrong One factor support smoothness employee in work. Factor comfort as well as safety works too become factor need calculated by companies operating in the field whatever (Nabawi, 2020). Employee Which comfortable with environment it works can support performance to be optimal and in accordance target Which set company.

Results study This mark $F_{count} = 39,803$ with sig. $<.05$. From the results the can said exists influence in a manner simultaneous between pressure work and environment Work on performance employee at PT. Barokah Putra Jabar .. This _ show influence in a manner simultaneous performance employee between variable pressure work And environment work. But exists pressure work And environment organized work _ with Good naturally can increase performance employees at PT. Barokah Putra Jabar .. That support study previously (Apriyanto & Haryono, 2020; Diamantidis & Chatzoglou, 2018; Nguyen et al., 2020; Ramadhan & Narimawati, 2021; Pharasakti et al, 2020; Saidi et al., 2020). Pressure limit work _ certain of course and exists Power support environment that work conducive give *support systems* for support performance his employees. Support from Lots party give impact positive on performance employee in PT. Baroque Son of West Java .. Or can said employee as source Power man company become end spear continuity company (Sianipar, 2023).

CONCLUSION AND SUGGESTION

From results And discussion in top, can concluded that pressure work have impact negative Which on performance employees at PT. Baroque Son of West Java .. The more small pressure work Which experienced a employee so performance Certain experience improvement. On hypothesis second, environment Work have impact on performance employees at PT. Baroque Son of West Java .. Matter This indicate the more Good environment Work Which felt employee what we can be certain of is implicated on enhancement performance employee. Whereas on hypothesis third, in a manner simultaneous pressure work and environment Work have impact significant on performance employees at PT. Baroque Son of West Java

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