

Effect of Work Environment, Workload, and Work Stress on Employee Performance at PT. Inti Naratama Karya

Daniel Jonathan¹⁾
2412duzs@gmail.com

Pujiarti²⁾
pujiarti.pujiarti@ubd.ac.id

Andy
andy.andy@ubd.ac.id

¹⁾²⁾³⁾Universitas Buddi Dharma

ABSTRACT

Writing thesis this aim For know influence environment work, burden work, and stress Work to performance employee at PT. Inti Naratama Karya. Study This done with spread questionnaire, meanwhile For method study use method descriptive. From the results study obtained equality multiple linear analysis $Y = 46.010 + 0.249 X1 - 0.582 X2 + 0.062 X3 + e$ and results coefficient correlation environment Work own negative correlation with level connection weak to performance employee that is of 0.483, load Work own negative correlation with level connection very weak to performance employee that is of -0.690 , stress Work own negative correlation with level connection very weak to performance employee that is of -0.458 . Based on results test hypothesis t test was obtained t_{count} of 1.251(X1), -3.849 (X2), and 0.341 (X3), with t_{table} amounting to 1.68709 obtained from t_{table} distribution for $df = 40 - 3$, and level of significance is 0.05, in other words H_0 is accepted and H_a is rejected.

Is known mark F test is obtained results amounting to $11.922 > 2.87$. From the results t value and F value , then can concluded that H_0 was rejected and H_a accepted, which means environment work, burden work, and stress Work influential positive And significant to performance employee at PT Inti Naratama Karya .

Keywords: Work Environment, Workload, Work Stress, Employee Performance

INTRODUCTION

Because people are source Power most valuable company, source Power man considered as most valuable asset. Order the company grow become more entities Good And more famous compared to with other businesses operating in the same industry, are important for every business For own source Power man best available.

Success A company depend on the quality it has by s resources human. By because that, source Power man must quality so that capable give mark for achievement objective organization. For reach the goal through vision, mission, and commitment company, company Also must notice well-being every employees to order them still working.

Comfort employee Also influence performance employees, so problem comfort must seen on the spot Work employee For increase efficiency work. Company too will see significant advantages And growth more carry on If performance employee getting better. Good execution will make worker Ready compete with climate external And with different organizations.

In A business, burden Work a worker is mandatory tasks they finish in time certain. Still required For finish part big, if No all, assigned work to employee by company in period specified time.

Pressure Work Also can interpreted as felt pressure by employee consequence tasks that don't can they fulfill. That means employees experience stress Work when they No can fulfil demands work , bear it answer work No obviously, time is not sufficient For finish tasks, support facility For Work No adequate, and mutual tasks contradictory can cause stress.

Work environment (X¹)

In interpersonal relationships, family, friends, teams, groups and superiors, it is very likely that there will be differences in their respective points of view in determining choices, opinions, suggestions, etc., which can lead to conflict.

According to Wibowo , 2019, 146 quoted by (Hartono & Parameswari, 2021) state that :

“Environment Work in A organization is Wrong one important factor in create performance employee Because environment Work have influence direct to employee in finish the job is on Finally will increase performance organization”.

According to (Yoyo, 2023) state that :

“Environment Work is places around capable employees influence self employee the in do assigned tasks”.

According to Efendi & Widiyanto, 2022 quoted by (Tjahyana & Yuliadi, 2023) states that:

"The work environment is a very important factor in creating good employee performance because the environment has a direct impact on employees."

According to Sedarmayanti quoted by (Setia & Yusman, 2021) states that:

"The tools and materials located in the employee's area and also the work methods and work rules of a person or group/more than 2 people are also called the work environment."

According to Tholok, 2020 quoted by (Ayu et al., 2023)states that:

"The work environment is the totality of the equipment and materials experienced, the surrounding environment in which a person works, the procedures for working , and the organization of work, whether as an individual or as a group."

According to Sunyoto in Hartono and Parameswari, 2021 quoted by (GARRY, 2023)states that:

" The work environment is everything that is around the worker and can act naturally in carrying out the tasks given so that the workplace is an important part when representatives carry out work training."

According to Toni Yoyo and April 2021 quoted by (Yaputra & Yoyo, 2023)stated that:

"The work environment is everything that is around the worker and that influences him in carrying out the tasks he is assigned or responsible for. Physical environmental factors that organizations must pay attention to in an effort to increase work enthusiasm."

Workload (X²)

According to the quoted Muslim by (Christiandi & Hermawan, 2019) states that:

"Burden Work defined as something obligation or assigned task by company work must done by each employee in grace time certain".

According to (Aknes & Pujiarti, 2023) states that :

"Burden Work is three tasks given on power Work or employee For resolved on time certain with use Skills And potency self from power work".

According to Vanchapo, 2020 in Siregar, 2020, p.29 quoted by (DEWI, 2023)states that:

“Workload is a number of activities that must be carried out by employees within a specified time period. If the employee can work according to procedures, then this is not called a workload. But if the employee cannot work according to procedures, then this can be said to be a workload.”

Job Stress (X³)

According to (Tholok, 2022) States that :

”Stress Work is mental obstacles experienced by human caused Because pressure, pressure Can happen Because failure man For reach his wishes”.

According to Riyadi , 2018, 136 (Christiandi & Hermawan, 2019) states that:

“Stress Work is situation tension that affects the process thinking, emotions, And condition someone, the result stress that excessive can threaten ability somebody For face environment And on Finally can influence his duties”.

According to Dewi et al, 2018 quoted by (LASAHIJAYA, 2022)stated that:

"Work stress is tension experienced by employees due to an imbalance between job demands and the employee's ability to complete their work."

According to Wahjono et al, 2019 quoted by (MARCELRINO, 2023)stated that:

“Stress is a critical condition that affects a person's feelings, thought patterns and circumstances. Stress that is too heavy will threaten a person's ability to deal with their environment.”

According to Handoko, 2000 in Suroto, 2016 quoted by (PITALOKA, 2023)states that:

“ Stress is a condition of tension that affects a person's thought process, emotions and condition. It is stated that stress is a condition of tension that affects a person's thought processes, processes and physical condition which is influenced by existing work and environmental factors.”

EMPLOYEE PERFORMANCE (Y)

Job satisfaction describes a person's mood towards his job. It can be seen from good behavior at work and everything that is experienced in the work environment. Employee satisfaction is job satisfaction that is enjoyed in carrying out work, by getting praise for work results, placement,

treatment, equipment, and a good work area atmosphere.

According to Mangkunegara , 2011, 67 quoted by (Wibowo & Widiyanto, 2019) states that :

“Performance (achievement work) is results Work in a way quality And quantity achieved by somebody employee in carry out his task in accordance with not quite enough the answer given to him”

RESEARCH METHOD

Type Study

Type research used in study This that is, method study quantitative with approach descriptive, data and information obtained Then analyzed And concluded through theory Which relevant.

Object Study

PT. Inti Naratama Karya Work move in the field restaurant and bar called Hermosa. Hermosa is place Eat And entertainment with live music performed every day And Also upbeat music from a live DJ on offer excitement.

Type And Data Source

As for type data Which used is data primary and secondary that is form number or scoring which is produced And obtained direct from source mainly without intermediary ie respondents employee from company PT. Inti Naratama Karya Work through questionnaire study Which Already distributed by writer / researcher direct to para employee or in a way No straight away .

Population And Sample Study

Amount the individual who becomes subject study This that is whole employee permanent who works at PT. Inti Naratama Karya, with a total of 40 people. Writer set that amount sample in research This namely 40 respondents Because use saturated sampling technique which means all over population used as sample.

RESULTS

1. Coefficient of Determination Test (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.706 ^a	.498	.457	5.84478

a. Predictors: (Constant), Stress Work , Environment Work , Expenses Work

Source : SPSS version 25

With seen from Adjusted number R² namely 0.457, meaning big environment work, burden work, and work stress to performance employee is amounted to 45.7% whereas the remaining 54.3% (100%-45.7%) is explained by aspect or variables others that are not listed to analysis regression this.

2. T-test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	46,010	12,340		3,729	,001
	Environment Work	,249	,199	,180	1,251	,219
	Burden Work	-.582	,151	-.633	-3,849	,000
	Stress Work	,062	,183	,056	,341	,735

a. Dependent Variable: Performance Employee

Source : SPSS version 25

1. Influence of work environment (X1), on employee performance (Y), results from *t_{hitung}* 1.251 < *t_{tabel}* 1.68709 and a significant value of 0.219 > 0.05 shows that the work environment has no effect on employee performance, so the hypothesis proposed in research *H₁* is rejected and *H_a* is accepted.
2. Effect of Workload (X2) on Employee Performance (Y), the result of *t_{hitung}* 3.849 > *t_{tabel}* 1.68709 and a significant value of 0.000 < 0.05 shows that Workload has a significant negative effect on Employee Performance, so the hypothesis proposed in research *H₂* is rejected and *H_a* is accepted.

- The Effect of Job Stress (X3) on Employee Performance (Y), the result of t_{hitung} 0.341 < t_{tabel} 1.68709 and a significant value of 0.735 > 0.05 shows that Job Stress has no effect on Employee Performance, so the hypothesis proposed in research H_3 is rejected and H_a is accepted.

3. F-test

ANOVA ^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1221,789	3	407.263	11,922	,000 ^b
	Residual	1229.811	36	34,161		
	Total	2451,600	39			

a. Dependent Variable: Performance Employee

b. Predictors: (Constant), Stress Work , Environment Work , Expenses Work

Source : SPSS version 25

Based on table above _ obtained mark F_{count} equal to 11.922 > F_{table} 2.87 And mark significant 0.000 < 0.05. So that can concluded that H_4 accepted And H_a rejected which means variable independent influential to dependent variable . From the results the can concluded that independent variable in study This that is environment work, burden work, and stress Work in a way together (simultaneously) have an effect significant to performance employees.

CONCLUSIONS

- The work environment does not have a significant and positive effect on employee performance at PT. Inti Naratama Karya, which is expressed by the magnitude of the influence stated in the model summary table column R Square is 23.3% and the results of hypothesis testing show that $t_{calculated}$ for Work Environment is smaller than t_{table} or 1.251 < 1.68709 then H_1 is rejected H_0 accepted. With a significance of 0.219 > 0.05.
- Workload has a significant and negative effect on employee performance at PT. Inti Naratama Karya, which is expressed by the magnitude of the influence stated in the model summary table column R Square is 47.7% and the results of hypothesis testing show that $t_{calculated}$ Work Load is greater than t_{table} or 3.849 > 1.68709 then H_2 is rejected H_0 accepted. With a significance of 0.000 < 0.05.

3. Job Stress does not have a significant and positive effect on Employee Performance at PT. Inti Naratama Karya, which is expressed by the magnitude of the influence listed in the model summary table column R Square is 21.0% and the results of hypothesis testing show that $t_{\text{calculated}}$ for Work Stress is smaller than t_{table} or $0.341 < 1.68709$ so H_3 is rejected H_0 accepted. With a significance of $0.735 > 0.05$.
4. The results of the simultaneous or F test research show that the Work Environment (X1), Workload (X2) and Workload (X3) variables together have a significant effect on the Employee Performance variable (Y). With a $t_{\text{calculated}}$ F value of $11.922 > F_{\text{table}} 2.87$ and a significant value of $0.00 < 0.05$.

REFERENCES

Aknes, & Pujiarti. (2023). Fakultas bisnis universitas buddhi dharma tangerang 2023.

Ayu, D., Herlinah, U., Manajemen, P. S., Manajemen, K., & Daya, S. (2023). “ pengaruh lingkungan kerja, motivasi kerja dan kompensasi terhadap kinerja karyawan pada pt.telaga mestika mas.”

Christiandi, A., & Hermawan, E. (2019). Pengaruh Stres Kerja, Beban Kerja Dan Lingkungan Kerja Terhadap Turnover Intention Karyawan. Emabi : Ekonomi Dan Manajemen Bisnis - Vol. 1. No. 3 (2022), 005(8 (27)), 104–110.

DEWI, T. (2023). PENGARUH DISIPLIN KERJA, BEBAN KERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA PT SEHATI PRIMA MAKMUR (WAREHOUSE) TANGERANG.

GARRY. (2023). Pengaruh Lingkungan Kerja, Disiplin, dan Motivasi Terhadap Peningkatan Kinerja Karyawan Pada PT. Nagasena Adilesta. 2, 1–6.

Hartono, S., & Parameswari, R. (2021). Pengaruh Lingkungan Kerja dan Komitmen Organisasi Terhadap Kepuasan Kerja Pegawai pada SMA Negeri 3 Tangerang. Prosiding: Ekonomi Dan Bisnis, 1(1), 1–11. <https://jurnal.ubd.ac.id/index.php/pros>

- LASAHIJAYA, S. (2022). PENGARUH KOMUNIKASI, STRES KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN DI PT SANICHEM TUNGGAL PERTWI. Skripsi.
- MARCELRINO. (2023). PENGARUH DISIPIN KERJA, KONFLIK KERJA, DAN STRES KERJA TERHADAP KINERJA KARYAWAN PT. GEMA SANGKAKALA ANUGERAH.
- PITALOKA, M. (2023). PENGARUH KONFLIK KELUARGA, STRES KERJA DAN INSENTIF TERHADAP KINERJA KARYAWAN PADA PT ANUGRAHPRIMA PERDANA.
- Setia, A. D., & Yusman. (2021). Pengaruh Kompetensi, Kompensasi dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Plaswod Bangun Indonesia. 1.
- Tholok, F. W. (2022). Pengaruh Disipin Kerja , Konflik Kerja , Dan Stres Kerja Terhadap THE INFLUENCE OF WORK DISCIPLINE , WORK CONFLICT , AND WORK STRESS ON EMPLOYEE PERFORMANCE AT PT . GEMA. 1, 1–8.
- Tjahyana, A., & Yuliadi, E. T. (2023). Pengaruh Motivasi , Lingkungan Kerja , dan Kepemimpinan terhadap Kinerja Karyawan PT . Mega Central Finance Cabang Tangerang 1. 2, 1–8.
- Wibowo, F. P., & Widiyanto, G. (2019). Pengaruh Keselamatan Dan Kesehatan Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Bagian Produksi Pada Perusahaan Tom's Silver Yogyakarta. *Primanomics : Jurnal Ekonomi & Bisnis*, 17(2), 23. <https://doi.org/10.31253/pe.v17i2.170>
- Yaputra, A., & Yoyo, T. (2023). Pengaruh Lingkungan Kerja, Komunikasi Dalam Bekerja, Dan Tekanan Pekerjaan Terhadap Kinerja Karyawan Pada PT. Infotama Teknologi Indonesia. *EMaBi: Ekonomi Dan Manajemen Bisnis*, 1, 1–10. <https://jurnal.ubd.ac.id/index.php/emabi/article/view/2028%0Ahttps://jurnal.ubd.ac.id/index.php/emabi/article/download/2028/1305>

Yoyo, T. (2023). Pengaruh Disiplin Kerja, Beban Kerja, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT Usaha Gedung. Repository.Umsu.Ac.Id, 1, 1–10.
<http://repository.umsu.ac.id/handle/123456789/5371>