

Influence of Work Stress, Work Environment and Work Discipline on Employees Performance At PT. Artindo Artamas

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ABSTRACT

The motivation behind this examination is to figure out the issues related to employee performance, especially those related to the influence of work stress, work environment, and work discipline at PT. Artindo Artamas. The data survey and collection was distributed to 100 respondents with clear objectives and was completed through an overview spread. Data analysis was carried out using the SPSS version 25 program. This study used descriptive test data testing techniques, validity tests, reliability tests with alpha-cronbach. Test simple linear regression analysis to test and prove hypotheses in research. The worth of the coefficient of determination shows the number 0.370. This implies that the influence of work stress, work environment and work discipline on employee performance is 37% while the rest (100% -37% = 63%). The Fcount value is 18.669 with a significance of 0.000 less than 0.05 and also Fcount > Ftable or 18.669 > 2.70. The beta coefficient of work stress -0.154, work environment 0.080, and work discipline have a strong positive and massive impact of 0.581. This means that there is a substantial connection between work stress, work environment and work discipline on the quality of employee performance.

Keywords: Work stress, work environment, work discipline, performance

INTRODUCTION

A. Background

Human Resources Management in (Santosa & Ariyanto, 2021) utilization of a number of people productively and successfully so they can be utilized ideally to accomplish the vision and mission of the organization. Basically management is an attempt to manage resources that aim to accomplish the vision and mission of a business or organization. Resources can be taken to mean a tool to achieve goals and as a measure of ability to take advantage of existing opportunities. Anyone who manages an organization will definitely manage its resources to achieve organizational goals. HR in an organization should be overseen expertly and genuinely to accomplish a harmony between the requirements of representatives and the capacities of the organization's association.

Quoted from the Website Rumah Millennials (<http://rumahmillennials.com>), on (Kusnawan et al., 2019) said Millennials or sometimes likewise called Age Y is a gathering brought into the world after Age X, are individuals brought into the world in the scope of 1980-2000. So this implies that recent college grads are the youthful age matured 19-39 this year. Recent college grads themselves are viewed as extraordinary on the grounds that this age is altogether different from past ages, particularly in issues connected with innovation.

The phenomenon of the results of the company's performance can be seen through the sales productivity data of frames that can be achieved by PT. Artindo Artamas as shown in Figure I.1.

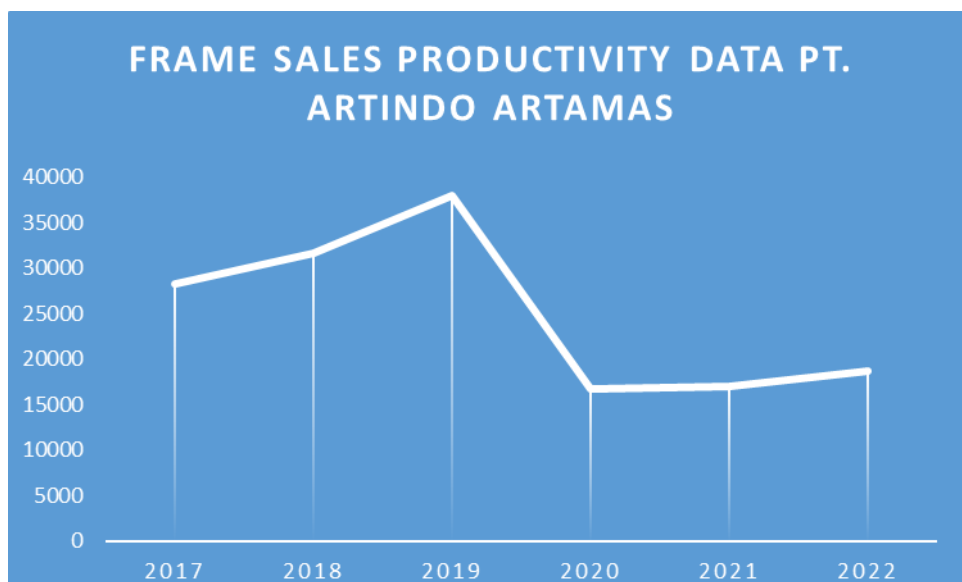


Figure I.1 Sales Productivity Data of PT. Artindo Artamas

In light of the data on deals efficiency in Figure 1, it can be seen that deals increased from 2017 to 2019 but experienced a significant decline in 2020 due to the effects of the Coronavirus. The arrival of Covid-19 to Indonesia greatly affected the level of productivity in companies. In 2021-August 2022 there be a gradual increase.

This pandemic started in Wuhan at the end of 2019, and was quoted from (Sugiyanto, 2020) in (Silaswara Diana, Kusnawan Agus, 2022.) It is known that the rapid outbreak of COVID-19 has had an impact on the people's economy. With the appeal for physical distancing, work, study and worship activities at home, and prohibiting activities that cause crowds can bring the economy to a halt.

Another phenomenon, through an interview with Mr. Martin as the owner of the company on Monday, August 29 2022, he stated the work factor in PT. Artindo Artamas, namely not paying attention to the SPK (work order later) properly and thoroughly. Besides that, there is a lack of

communication between employees, because with a lack of communication in the company it will result in unclear duties and responsibilities.

With a lack of work communication can cause an uncomfortable work environment. In addition, it will allow the emergence of many misunderstandings that trigger conflict. Conflict within the company will lead to not conducive working atmosphere. This condition can lead to demotivation for employees. Where employees feel demoralized, even want to give up doing something or work. This happens because employees feel they cannot do something optimally, both in work and in tasks that are their responsibility.

Work discipline at PT. Artindo Artamas is already running well because the company has an SOP (Standard Operating Procedure) that must be followed by employees. Having an SOP (Standard Operating Procedure) can help employees understand the rules and their duties to minimize mistakes, both in carrying out their duties, utilizing existing facilities, and in behaving in a work environment. When every employee understands the existing SOP, of course they are less likely to make mistakes because they don't want to break the rules. Besides that, it can also facilitate the achievement of company targets, the process to achieve targets certainly involves all human resources in each existing division. However, there are still some employees who still violate the SOP (Standard Operating Procedure).

B. Research purposes

The aims of this research are as follows:

1. To ascertain the impact of work stress on employee performance at PT. Artindo Artamas.
2. To ascertain how the work environment affects employee performance at PT. Artindo Artamas.
3. To find out how work discipline affects how well employees perform at PT. Artindo Artamas.
4. To find out how much influence work stress, work environment, and work discipline have on employee performance at PT. Artindo Artamas.

LITERATURE REVIEW

1. Work stress

According to (Suroto, 2016) in (Silaswara, Diana and Parameswari, Rinintha and Kusnawan, Agus and Hernawan, 2021) stated that :

“Individual thoughts, processes and state of life are all stress, a state of stress affected by existing work and natural changes. Stress at work is a condition that occurs in the current work environment where there is an overload of work being done. Stress in the workplace can affect the health and welfare of employees or employees”.

According to (Handoko, 2000) in (Silaswara, Diana and Parameswari, Rinintha and Kusnawan, Agus and Hernawan, 2021) stated that :

“Stress is a condition of strain that influences perspectives, feelings and states”.

2. Work Environment

According to Mariana (2005:15) in (Sudaryo, Yoyo and Ariwibowo, Agus and Sofiati, 2018) stated that :

“The workplace is the climate wherein representatives complete work in a regular schedule. An extremely favorable workplace will then make a feeling of safety and permit representatives to ideally work and earnestly”.

According to (Saiful Bahri, 2018, p. 40) in (Santosa & Prayoga, 2021) stated that :

“The environment at work in an organization is vital for the board to focus on, despite the fact that the workplace doesn't do the creation cycle in the organization, the workplace impacts representatives who do the creation cycle straightforwardly”.

3. Work discipline

According to Bedjo Siswanto (Tegor, Siswanto 2020) in (Eso Hernawan, 2021) stated that :

“Work Discipline is a way of behaved that regards, regards and complies with material guidelines, both composed and unwritten and can complete them and doesn't try not to get sanctions in the event that he disregards the obligations and authority given”.

4. Performance

Performance is a work activity that might be done by an individual or group in an organization to achieve their goals in accordance with their rights and responsibilities in a way related to the organization.

According to (Afandi, 2018) in (Silaswara, Parameswari, Kusnawan, Hernawan, Andy, 2021) stated that :

“The Performance is the achievement of work results that can be achieved by individuals or groups within a company through the authority and responsibility of each of them”.

RESEARCH METHODS

A. Types of research

The descriptive method is the one that researchers use to carry out their research. A scientific procedure or method for obtaining data for a specific purpose is called the research method. According to Sugiyono (2017:29) in (Hutabarat, 2020) descriptive research method is: This descriptive research method was conducted to determine the existence of an independent variable, either only when the variable or more (independent variable or independent variable) without making comparisons of the variable itself and looking for relationships with other variables.

The research method used is descriptive quantitative research, where in seeking answers to these factors, the researcher makes a list of instruments with the help of a survey which is distributed to the respondents who are used as samples, then the population is determined using the accidental sampling technique (Dyas, 2012) where sampling is in light of whoever In order for the sample to be considered suitable as a data source, the researcher meets the population's characteristics accidentally. (Sugiyono, 2006) in (Santosa et al., n.d.)

Scientists use this clarified approach in accordance with the study's objectives, so it is used to investigate the topic of "The Impact of Work Pressure, Workplace, and Work Discipline on Representative Execution at PT. Artindo Artamas". Research at PT. Artindo Artamas uses data that requires calculation and is descriptive to describe the data that has been obtained so that the data will be clearer. In this study there are four related variables, namely the variable Job Stress, Work Environment, Work Discipline and Employee Performance.

B. Object of research

The object of research conducted by researchers is a company engaged in sales. This company focuses on selling a range of types of acrylic products, ranging from displays, boxes, frames, podiums and plaques in Tangerang City. This research stems from the author's interest in investigating in more detail the problems that exist in the company that researchers use as an object, namely PT. Artindo Artamas. Thus, this study clearly articulates the existing problems in the company, which is taken as the title of the paper. Namely the effect of work stress, work environment, and work discipline on employee performance at PT. Artindo Artamas.

C. Brief History of PT. Artindo Artamas

PT. Artindo Artamas is engaged in acrylic production which was established in early 2004 by Mr. Martin. Acrylic is a product that is widely used in society for household needs, offices, property, and so on. PT. Artindo Artamas accepts orders with various custom (models & sizes) products for podiums, souvenirs, frames, house numbers, various kinds of storage boxes, tables, plaques, decorative lights, neon boxes, windows, doors, canopy roofs. With perseverance, hard work and high determination Mr. Martin PT. Artindo Artamas has grown and has more than 121 employees with 6 main divisions within the company.

D. Population and Sample

According to (Sugiyono 2017,80) in (MUTIARA, 2020) stated that :

“The populace is a zone of speculation made up of things and subjects with specific characteristics that scientists haven't decided on but need to be concentrated on and then conclusions drawn.”

According to (Arikunto, 2013) in (Agus Kusnawan, Indra Gunawan, Eso Hernawan, 2021) stated that :

“The population is the whole object of research”. Research can only be done for a limited population and not too many subjects.

The population is the whole gathering, occasions, objects or different articles that are the focal point of the analyst being contemplated. The population in this study are PT. Artindo Artamas, so the examined of this exploration was utilizing the non-likelihood testing strategy, in particular an examined procedure that fails to an open door or opportunity to each component or person from the populace to be chosen as an example. The nonprobability inspecting strategy utilized is soaked testing method with an example size of 100 respondents.

The example for this examination was taken into use the non-tested likelihood strategy, which is an inspected method that doesn't give an open door to every component or individual from the populace to be chosen as an example. The nonprobability inspecting strategy utilized is soaked examining procedure with an example size of 100 respondents. This examination populace is somewhat little and restricted. Where all individuals from the populace are inspected. A soaked example is frequently interpreted as a sample that has a maximum, plus any amount will not change the representativeness. The formula used is:

$$n = \frac{N}{1 + Ne^2}$$

Information :

n = Sample size

N = Population size

e = Error rate (5%)

E. Data collection technique

This study's data collection strategy is as follows:

1. Observation, observing/observations made directly at PT. Artindo Artamas Tangerang, as the object of research on Work Stress, Work Environment, Work Discipline and Employee Performance.
2. Questionnaire data, data collection by distributing questionnaires containing statements regarding Work Stress, Work Environment, Work Discipline and Employee Performance given to all employees of PT. Artindo Artamas Tangerang as the respondent.
3. Literature Study, carried out by collecting articles, relevant theories, and other literature related to this research.

RESEARCH RESULT

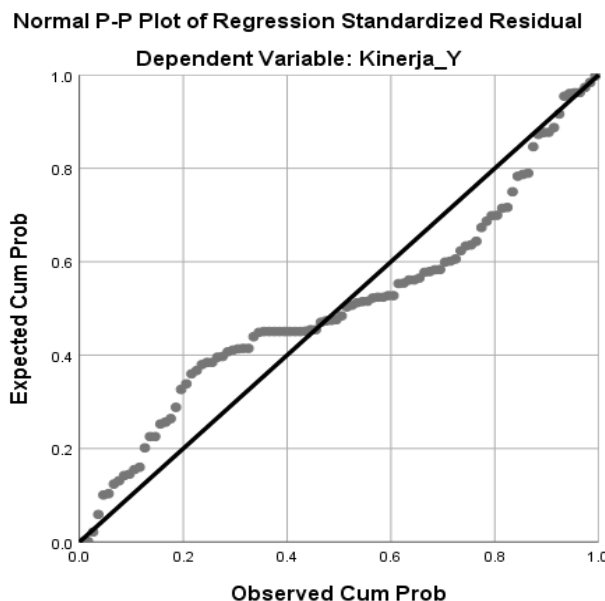
A. Data Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 years	44	44.0	44.0	44.0
	26 – 30 years	19	19.0	19.0	63.0
	31 - 35 years	20	20.0	20.0	83.0
	36 - 40 years	8	8.0	8.0	91.0
	> 41 years	9	9.0	9.0	100.0
Total		100	100.0	100.0	

It is evident that there are age level categories based on the respondent's age data above. Where the age level <25 years is 44 respondents with a level of 44%, the age level of 26-30 years is 19 respondents with a level of 19%, the age level of 31-35 years is 20 respondents with a level of 20%, the age level of 36-40 years is 8 respondents with a level of 8%, and the age level > 41 years upwards of 9 respondents with a level of 9%. The total of 100 respondents, with 44 people under the age of 25 providing the highest number of responses, or 44% of the total.

B. Classic assumption test

1. Normality test



Demonstrates that the data follow the diagonal line or histogram graph's direction and spread around the diagonal line, indicating a normal distribution pattern or that the used model meets the data normality requirements.

2. Multicollinearity test

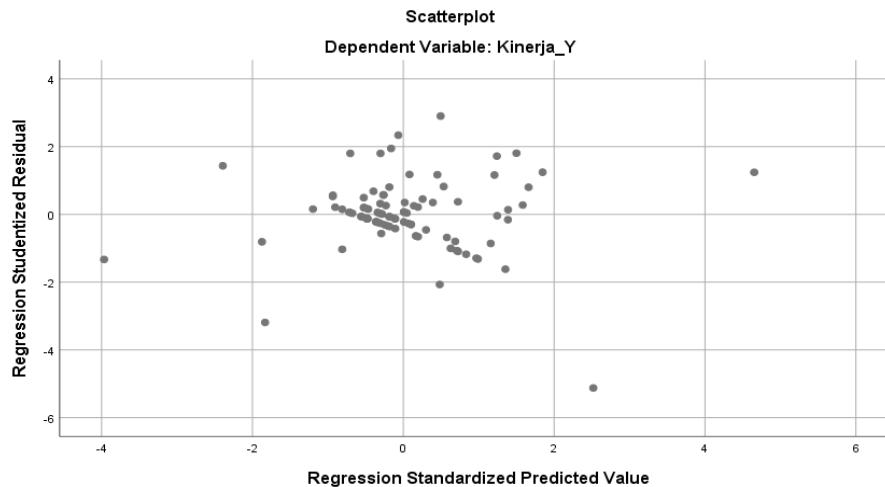
Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Work_Stress	.915	1.093
	Work_Environment	.814	1.228
	Work_Discipline	.878	1.139

a. Dependent Variable: Performance_Y

In the regression model, as a result of calculating the VIF value of each independent variable, variables such as work stress, work environment and work discipline are less than 10 and tolerance is greater than 0.10, so we can conclude that there are no multicollinearity problem. This can be seen in the table above.

3. Heteroscedasticity Test



From the scatterplots diagram it tends to be seen that the focuses spread haphazardly and are very much spread above and underneath the number 0 on the Y pivot so this model is liberated from heteroscedasticity issues.

C. Descriptive statistics

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Stres_Kerja_X1	100	24.00	56.00	34.8900	5.72236
Lingkungan_Kerja_X2	100	42.00	88.00	52.5000	10.61303
Disiplin_Kerja_X3	100	37.00	74.00	51.1800	5.36615
Kinerja_Y	100	15.00	47.00	31.7000	4.40271

Valid N (listwise)	100				
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It is generally accepted that 100 respondents constitute the minimum data sample in light of the table above. Work Stress (X1) has an average of 34.89 for 100 respondents, with the smallest (min) value being 24 and the largest (max) value being 56. Workplace (X2) has the littlest (least) worth of 42 and the biggest (greatest) worth of 88, with a normal of 52.50 having a place with 100 respondents. With an average of 52.50 from 100 respondents, Work Discipline (X3) has the lowest (min) value of 37 and the highest (max) value of 74. With an average of 31.70 from 100 respondents, Performance (Y) has the lowest (min) value of 15 and the highest (max) value of 47.

D. Work stress on performance

1. Test of the coefficient of determination (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.154 ^a	.024	.014	4.37200

a. Predictors: (Constant), Work_Stress_X1

The table above explains the magnitude of the correlation value or relationship (R), is 0,154. From the output results, the coefficient of determination (R square) is obtained 0,024, which implies that the influence of the independent variable work stress (X1) on the performance dependent variable (Y) is equal to 2,4%.

2. t test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	35.847	2.715			13.206	.000
Work_Stress	-.119	.077	-.154		-1.548	.125

a. Dependent Variable: Performance_Y

Work stress variable (X1) has a significance level of 0,125, from the results of the t test on the variable work stress states that the significance of the t test probability is greater than 0,05 and the regression coefficient has a negative value is -0,119 while for the tcount value obtained namely $-1,548$ smaller than $t_{table} = 1,98498$. Based on the test results on the work stress variable (X1) it has a level of $t_{count} < t_{table} = -1,548 < 1,98498$ indicates that work stress has no effect on employee performance, then H_0 is accepted and H_a is rejected.

E. Work environment on performance

1. Test of the coefficient of determination (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.080 ^a	.006	-.004	4.41078

a. Predictors: (Constant), Work_Environment_X2

The table above explains the magnitude of the correlation value or relationship (R), is 0,080. From the output results, the coefficient of determination (R square) is obtained 0,006, which implies that the influence of the independent variable work environment on the performance dependent variable (Y) is equal to 0,6%.

2. t test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	29.949	2.237		13.389	.000
Work_Environment_X2	.033	.042	.080	.799	.426

a. Dependent Variable: Performance_Y

Work environment variable (X2) has a significance level of 0,426, from the results of the t test on the variable work stress states that the significance of the t test probability is greater than 0,05 and the regression coefficient has a negative value is -0,033 while for the tcount value obtained namely $-1,548$ smaller than ttable is 1,98498. Based on the test results on the work environment variable (X2) it has a level of $t\ count < t\ tabel = 0,799 < 1,98498$ indicates that work environment has no effect on employee performance, then H_0 is accepted and H_a is rejected.

F. Work Discipline on performance

1. Test of the coefficient of determination (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.581 ^a	.338	.331	3.60097

a. Predictors: (Constant), Work_Discipline_X3

The table above explains the magnitude of the correlation value or relationship (R), is 0,581. From the output results, the coefficient of determination (R square) is obtained 0,338, which implies that the influence of the independent variable work discipline (X3) on the performance dependent variable (Y) is equal to 33,8%.

2. t test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7.295	3.470		2.102	.038
Work_Discipline_X3	.477	.067	.581	7.070	.000

a. Dependent Variable: Performance_Y

Work discipline variable (X3) has a significance level of 0,000, from the results of the t test on the variable work stress states that the significance of the t test probability is smaller than 0,05 and the regression coefficient has a positive value is 0,477 while for the tcount value

obtained namely 7,070 bigger than t_{table} is 1,98498. Based on the test results on the work discipline variable (X3) it has a level of $t_{count} < t_{tabel} = 0,799 < 1,98498$ indicates that work discipline affects employee performance, then H_0 is reject and H_a is accepted.

G. Work Stress, Work Environment, Work Discipline on Performance

1. Test of the coefficient of determination (R^2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.624 ^a	.389	.370	3.47602

a. Predictors: (Constant), Work_Discipline_X3, Work_Stress_X1, Work_Environment_X2

b. Dependent Variable: Performance_Y

The table above explains the magnitude of the correlation value or relationship (R), is 0,624. From the output results, the coefficient of determination (R square) is obtained 0,389, which implies that the influence of the independent variable work stress (X1), work environment (X2) and work discipline (X3) on the performance dependent variable (Y) is equal to 38,9%.

2. F test

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	707.058	3	235.686	18.669	.000 ^b
	Residual	1211.942	96	12.624		
	Total	1919.000	99			

a. Dependent Variable: Performance_Y

b. Predictors: (Constant), Work_Discipline_X3, Work_Stress_X1, Work_Environment_X2

From the Anova test got Fcount for the model is 18,669 with a critical level 0,000 where are the numbers $0,000 < 0,06$ and furthermore $F_{count} > F_{table}$ or $18,669 > 2,70$ there is a huge concurrent (together) impact between work pressure factors (X1), workplace factors (X2) and work discipline factors (X3) on representative execution (Y), hence H_0 is dismissed and H_a is acknowledged, implying that the investigation model is doable and proper to anticipate representative execution.

CONCLUSION

A. Conclusion

Based on the results of data analysis and discussion conducted in the study of the Effects of Work Stress, Work Environment and Work Discipline on Employee Performance at PT. Artindo Artamas, are as follows:

1. The results of the hypothesis test of value $t_{count} < t_{table} = -1,548 < 1,98498$ with significance is $0,125 > 0,05$. Shows that work stress has no effect on employee performance so that H_0 is accepted and H_a is rejected.

2. The results of the hypothesis test of value $t_{count} < t_{table} = -0,799 < 1,98498$ with significance is $0,033 > 0,05$. Shows that work environment has no effect on employee performance so that H_0 is accepted and H_a is rejected.
3. The results of the hypothesis test of value $t_{count} > t_{table} = 7,070 > 1,98498$ with significance is $0,000 < 0,05$. Shows that work discipline has a significant influence on employee performance so that H_0 is rejected and H_a is accepted.
4. The results of the hypothesis test of value $F_{count} > F_{table} \text{ or } 18,669 > 2,70$ shows that work stress, work environment, and work discipline have a significant influence on employee performance. With significance is $0,000 < 0,06$. Shows that work stress, work environment, and work discipline have an influence on employee performance so that H_0 is rejected and H_a is accepted.

B. Suggestion

The following are some suggestions that can be made in relation to the findings of the research:

1. It is expected of businesses to pay more attention to the factors that contribute to workplace stress, such as setting high work goals to prevent overwork. Additionally, by employing other workers whose emotional states are more stable, businesses can reduce the amount of stress their workers experience at work.
2. The importance of improving the atmosphere of a good and conducive work environment in terms of safety, lighting, air temperature, and employee productivity necessitates supervision to ensure that every worker is safe, comfortable, and not disturbed or concerned about using equipment.
3. Ideally, PT. Artindo Artamas is performing even better when it comes to fair discipline of all company employees, including superiors and subordinates. Employee performance in carrying out the company's responsibilities can be improved with good work discipline within the organization.
4. For future scientists, it is smarter to foster exploration on factors that can influence representative execution by utilizing various information examination and expanding the quantity of different factors in order to deliver far superior examination.

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