

The Effect of the Environment and Work Stress on Employee Performance

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ABSTRACT

Human resource management is a process that handles various problems within the scope of employees, employees, laborers, managers and other workers to be able to support the activities of the organization or company in order to achieve predetermined goals. In this case, a good environment and the stress of pressure at work can be factors that affect the performance of employees. This research was conducted to find out how influential it is on employee performance at Perum Bulog, Regional Office of Lampung. With the number of samples used as many as 43 employees. The analytical technique used in this study is Validity, Reliability, and Multiple Linear Regression. The results of this study are the influence of the Work Environment on Employee Performance by 29%, then the effect of Work Stress on Employee Performance by 30%, and the influence of the Environment Work and work stress on employee performance is 41%, which means that work environment and work stress have an important role in improving employee performance at Perum Bulog, Lampung Regional Office.

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

INTRODUCTION

Human resource management is a composition that handles various problems within the scope of employees, employees, workers, managers and other workers to be able to support the

activities of the organization or company in order to achieve predetermined goals. In this case, a good environment and stress to the pressure of work can be factors that affect the performance of employees. Bulog is a State-Owned Public Company engaged in food logistics. The business scope of Perum Bulog includes logistics/warehousing business, overview and eradication of pests, provision of plastic sacks, transportation business, trade in food commodities and retail business. The distribution of staple commodities in the Lampung Region is very dependent on Perum Bulog, because this is the company that will stabilize prices, manage government rice reserves, and distribute staples to certain groups of people. This bulog underwent a change to a Public Company (Perum) after the ...

Table 1. Employee Performance Table of Perum Bulog Kanwil Lampung

MOON	NUMBER OF EMPLOYEES	AVERAGE PERFORMANCE VALUE
Agustus	43	9,19
September	43	9,08
Oktober	43	8,97

Source : Bulog Kanwil Lampung Data

Based on the table above, it can be seen that employee performance decreased in September and October so that the target was not achieved in that month, due to several problems including the work environment and work stress. based on the description above, the author is interested in discussing further and then pouring it in the form of a thesis with the title "**The Influence of the Work Environment and Work Stress on Employee Performance (Case Study of BULOG Public Company Kanwil Lampung**

LITERATURE REVIEW

Human Resource Management

According to (Handoko, 2014), human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. According to (Hasibuan, 2016) Human Resource Management is a science and art that regulates the relationship and role of labor to be active and efficient in helping the realization of the goals of the company, employees and society.

Table 2. Number of Employees of Perum Bulog Kanwil Lampung

No	Division	Population
1	Minku	15
2	Pengadaan	9
3	OPP	9
4	Komersil	10
total		43

source : Data Bulog Kanwil Lampung

Work Environment

According to (Nuraini, 2013) the work environment is everything that exists around the employee and can be influenced in carrying out the duties given to him, for example with the many adequate facilities for employees. According to (Erisna, 2018), The work environment is an atmosphere in which employees carry out daily activities. The work environment in an enterprise is very important, although the work environment does not carry out the production process within the company, but the work environment has a direct influence on the employees who carry out the production process.

Work Stress

According to (Handoko, 2014) defines work stress as a condition of tension that affects one's thought processes, emotions, and conditions, the result is that excessive stress can threaten a person's ability to face the environment and will ultimately interfere with the implementation of his tasks.

Employee Performance

According to (Sutrisno, 2012) "Performance is the result of employee work in terms of quality, quantity, working time, and cooperation to achieve the goals set by the organization." According to (Cashmere, 2019) performance is

the result of work in quality and quantity achieved by the employee in carrying out his duties in accordance with the responsibilities given to him.

MATERIALS & METHODS

In this study, it used quantitative research and literature research. The survey method was chosen as the primary data source. The sampling technique used in this study is a saturated sampling technique (census sampling). With the census sampling technique, the sample determination is if all members of the population are used as samples according to (Sugiyono, 2014). sample and population of 43 employees at Perum Bulog Kanwil Lampung.

The techniques that will be used in this study are the analysis techniques of Validity Test, Reliability Test, and Multiple Linear Regression. The regression equation in this study is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + E_t$$

Information:

Y = Performance

α = constant / intercept

X1 = Work Environment

X2 = Work Stress

β_1 = Work Environment variable Regression Coefficient

β_2 = Regression Coefficient variable Work Stress

E_t = standard error

Then, to find out the magnitude of the influence of free variables (X1 and X2) on bound variables (Y), the formula of the determinant coefficient (KP) or determinant coefficient is used as follows:

$$KP = r^2 \times 100\%$$

Information:

KP = the value of the determinant coefficient.

r = the value of the correlation coefficient.

Source : (Riduwan, 2014)

Then to test hypothesally partially used T Test with the formula, that is :

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Source: (Sugiyono, 2014)

Then to test the hypothesis as a whole (simultaneously) an F test is used as follows :

$$F = \frac{R^2 (n - k - 1)}{k (1 - R^2)}$$

Information :

F_h = double choleration coofesien signification testing

R = coofesiens of double choleration

k = number of independent variables

n = number of sample members

The correlation value of each of the variables is consulted with the reference of the correlation coefficient interpretation table to find out how much influence between the variables as follows:

Table 3. Correlation Coefficient Interpretation Table

Coefficient Interval	Degree of Influence
0,00-0,199	Very Weak
0,20-0,399	Weak
0,40-0,599	Keep
0,60-0,799	Tight
0,80-1,000	Very Tight

Source : (Sugiyono, 2015)

RESULT AND DISCUSSION

Validity Test

According to (Ghozali, 2017) Validity Test An instrument / questionnaire is said to be valid if the question of each instrument / questionnaire is able to reveal something that the questionnaire will measure. To test the question items asked, namely by comparing the points of the total question item collation. Then the conclusion is that if the value of r counts > t of the table then the item is declared valid, based on the rtabel obtained r value of 0.301 with n : 43 significance level of 0.05 (5%)

Table 4. Validity Test of Work Environment Variable Research Instruments(X1)

Question	r_{count}	r_{table}	Condition	Conclusion
1	0,469	0,301	$r_{count} > r_{table}$	Valid
2	0,599	0,301	$r_{count} > r_{table}$	Valid
3	0,428	0,301	$r_{count} > r_{table}$	Valid
4	0,464	0,301	$r_{count} > r_{table}$	Valid
5	0,340	0,301	$r_{count} > r_{table}$	Valid
6	0,448	0,301	$r_{count} > r_{table}$	Valid
7	0,434	0,301	$r_{count} > r_{table}$	Valid
8	0,314	0,301	$r_{count} > r_{table}$	Valid
9	0,333	0,301	$r_{count} > r_{table}$	Valid
10	0,474	0,301	$r_{count} > r_{table}$	Valid

Source : processed data (2022)

Based on the results of the validity test in ats for all question items of the Work Environment

variable it is known that all question items are valid for n = 43and α 0.05, which is indicated by the value $r_{count} > r_{table}$.

Table 5. Validity Test of Work Stress Variable Research Instrument(X2)

Pertanyaan	r_{hitung}	r_{tabel}	Kondisi	Simpulan
1	0,476	0,301	$r_{count} > r_{table}$	Valid
2	0,528	0,301	$r_{count} > r_{table}$	Valid
3	0,437	0,301	$r_{count} > r_{table}$	Valid
4	0,468	0,301	$r_{count} > r_{table}$	Valid
5	0,553	0,301	$r_{count} > r_{table}$	Valid
6	0,532	0,301	$r_{count} > r_{table}$	Valid
7	0,366	0,301	$r_{count} > r_{table}$	Valid
8	0,377	0,301	$r_{count} > r_{table}$	Valid
9	0,528	0,301	$r_{count} > r_{table}$	Valid
10	0,441	0,301	$r_{count} > r_{table}$	Valid

Sumber : processed data(2022)

Based on the above validity test results for all work stress variable question items it is known that all question items are valid for n = 43and α 0.05, which is indicated by the value $r_{count} > r_{table}$.

Table 6. Validity Test of Employee Performance Variable Research Instrument(Y)

Question	r_{count}	r_{table}	Condition	conclusion
1	0,517	0,301	$r_{count} > r_{table}$	Valid
2	0,616	0,301	$r_{count} > r_{table}$	Valid
3	0,437	0,301	$r_{count} > r_{table}$	Valid
4	0,448	0,301	$r_{count} > r_{table}$	Valid
5	0,562	0,301	$r_{count} > r_{table}$	Valid
6	0,454	0,301	$r_{count} > r_{table}$	Valid
7	0,602	0,301	$r_{count} > r_{table}$	Valid
8	0,703	0,301	$r_{count} > r_{table}$	Valid
9	0,354	0,301	$r_{count} > r_{table}$	Valid
10	0,397	0,301	$r_{count} > r_{table}$	Valid

source : processed data (2022)

Based on the results of the validity test above for all question items of the Employee Performance variable, it is known that all question items are valid for n = 43and α 0.05, which is indicated by the valuer_{hitung}> r_{tabel}.

Reliability Test

According to (Priyanto, 2014), reliability tests are carried out to determine the accuracy or consistency of the measuring instruments that are usually used for questionnaires. The way to calculate reliability is to calculate the reliability coefficient of Cronbach's Alpha. If the value of Cronbach's Alpha> 0.60 then we can conclude that the question used to measure each of the variables is reliable. The reliability test in this study used the help of the SPSS version 20 program, with the reliability test of the Alpha Cronbach technique.

Table 7. Results of the Research Instrument Reliability Test

Variable	Cronbach Value	Alpha	Conclusion
Work Environment	0,489		Reliabel
Work Stress	0,586		Reliabel
Employee Performance	0,701		Reliabel

Source : Processed data (2022)

The test results of the reliability of the variable The work environment obtained an Alpha Cronbach value of 0.489, for the work stress variable of 0.586, and Employee Performance has a value of 0.701, with this the three variables including reliable because it is above 0.60 according to Priyatno (2014). Thus, the three variable instruments above can be used in this study.

Table 8. Correlation of Work Environment (X1) to Employee Performance (Y)

		MILIEU	PERFORMANCE
MILIEU	Pearson Correlation	1	.546**
	Sig. (2-tailed)		.000
	N	43	43
PERFORMANCE	Pearson Correlation	.546**	1
	Sig. (2-tailed)	.000	
	N	43	43

** . Correlation is significant at the 0.01 level (2-tailed).
source : processed data (2022)

Based on the results of the data in the table above, it can be seen that the correlation of the Work Environment with Employee Performance is 0.546. If the Correlation Coefficient Interpretation Table is consulted, the level of relationship between the Work Environment and Employee Performance is included in the medium category (0.40 – 0.59).

Table 9. Correlation of Work Stress (X2) To Employee Performance (Y)

		STRES	PERFORMANCE
STRESS	Pearson Correlation	1	.554**
	Sig. (2-tailed)		.000
	N	43	43
PERFORMANCE	Pearson Correlation	.554**	1
	Sig. (2-tailed)	.000	
	N	43	43

** . Correlation is significant at the 0.01 level (2-tailed).
source : processed data (2022)

Based on the results of the data in the table above, it can be seen that the correlation of Work Stress with Employee Performance is

0.554. If the Correlation Coefficient Interpretation Table is consulted then the level of relationship of Work Stress with Employee Performance is included in the moderate category (0.40 – 0.59).

Table 10. Simultaneous regression of variables X1 and X2 with Y

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.642 ^a	.413	.383	2.258	2.268

a. Predictors: (Constant), STRES, MILIEU

b. Dependent Variable: Performance

source : processed data (2022)

From the Examination Table above, the results of the correlation (relationship) of work environment and work stress simultaneously are R = 0.642, meaning that the close relationship between the variables work environment and work stress together with employee performance is included in a close relationship. Meanwhile, the magnitude of the influence of the Work Environment and Work Stress variables on Employee Performance is R Square = 0.413, meaning that Employee Performance is influenced by the Work Environment and Work Stress variables simultaneously is 41.30% and the rest is influenced by other variables of 58.70%.

T Test

Table 11. Coefficient Table

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.379	6.191		1.838	.074
	MILIEU	.372	.139	.367	2.681	.011
	STRESS	.393	.140	.383	2.798	.008

a. Dependent Variable: KINERJA

source : processed data (2022)

From the table above, a multiple linear regression equation is obtained as follows:

$$Y = 16.232 + 0,271X_1 + 0,377X_2$$

Variable Working Environment 2,681 > T table (1,681)

Variable Work Stress 2,798 > T table (1,681)

Maka Hypotheses of 1, 2 and 3 are **acceptable**.

F Test

Table 12. Table F Calculate

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	143.237	2	71.618	14.048	.000 ^b
	Residual	203.926	40	5.098		
	Total	347.163	42			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), STRES, LINGKUNGAN

F-count: 14.048 with dk (n-k-1 = 40, at α 0.05) of 3.23 Means F Calculate 14,048 > F Table. 3.23. Thus the 3rd Hypothesis of work environment and work stress simultaneously have an influence on employee performance is **acceptable**.

CONCLUSION

From the results and discussions that have been conveyed, it can be concluded that:

1. 1. The Work Environment significantly affects performance by 29%, meaning that the Work Environment plays an important role in improving employee performance at the Bulog Perum Kanwil Lampung.
2. 2. Work Stress affects performance significantly by 30% Work Stress affects employee performance at perum Bulog Kanwil Lampung.
3. Work Environment and Work Stress affect employee performance significantly by 41% Meaning that both the work environment and work stress both play an important role in improving employee performance at the Bulog Kanwil Lampung Perum Bulog.

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