

The Influence of the Work Environment and Work Stress on Employee Performance, Case Study at STIE IBMT Surabaya

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Article Info

Article history:

Received: 11 July 2024

Publish: 16 July 2024

Keywords:

Work environment, job stress,
employee performance

Abstract

This study aims to determine the effect of work environment and stress on performance for operational employees at STIE IBMT Surabaya. Where the proposed two independent variables and one dependent variable, namely the working environment and job stress acting as independent variables and employee performance served as dependent variables. This research was conducted using a survey of operational employees in the import and export service company was analyzed by regression. The first phase of testing the validity and reliability of questions of each variable. The second phase, making the regression variable work environment and work stress on employee performance. The results showed that the variable has a significant positive work environment on the performance of employees in decline. And work stress variables significant negative effect on employee performance in decline. However, work stress are at low to moderate level will create a good employee performance and will worsen if the employee within a very long time and excessive.

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1. INTRODUCTION

Human resource management is a part of organizational management that focuses on the element of human resources. HRM's task is to manage the human element well in order to obtain a workforce that is satisfied with their work. In organizations, humans are one of the most important elements in an organization. Without the role of humans, even though the various factors needed are available, the organization will not run. Because humans are the driving force and determinant of the running of an organization. Therefore, organizations should provide positive direction to achieve organizational goals. One of the factors that influences the level of success of an organization is the performance of its employees. Employee performance is an action carried out by employees in carrying out the work given by the company (Handoko 2001, p. 135). Every company always expects its employees to have achievements, because having employees who excel will provide optimal contributions to the company. Apart from that, by having employees who excel, the company can improve the company's performance. Because companies often face problems regarding their human resources. Human resource issues are a challenge for management because the success of management and others depends on the quality of human resources. If the individuals in the company, namely its human resources, can run effectively, the company will still run effectively. In other words, the continuity of a company is determined by the performance of its employees. According to Siagan (2002), employee performance is influenced by several factors, namely: salary, work environment, organizational culture, leadership and work motivation (motivation), work discipline, job satisfaction, communication and other factors.

Efforts to improve employee performance include paying attention to work stress. Stress is a condition in which a person experiences tension due to conditions that influence him, this condition can be obtained from within a person or from the environment outside a person. Stress can have a negative impact on the psychological and biological condition

of employees. According to Robbin (2002, p. 318) stress is a dynamic condition where an individual is faced with opportunities, limitations or demands in accordance with the expectations of the results he wants to achieve in important and uncertain conditions. According to Sari (2003), research on the influence of sources of work stress on employee performance shows that individual stress has the most dominant influence on employee performance. On the other hand, work stress can be influenced by problems within the company.

According to Phillip L. Rice, author of the book *Stress and Health*, a person can be categorized as experiencing work stress if the stress they experience also involves the organization or company where the individual works. Apart from stress, another factor that influences employee performance is the work environment. The work environment is everything around workers that can influence them in carrying out assigned tasks, for example cleanliness, music and so on (Nitisemito 1982, p. 197). The physical work environment in a company is a work condition to provide a comfortable atmosphere and working situation for employees in achieving the goals desired by a company. Poor working conditions have the potential to cause employees to fall ill easily, get stressed easily, have difficulty concentrating and reduce work productivity. Just imagine, if the work space is uncomfortable, hot, air circulation is inadequate, the work space is too crowded, the work environment is not clean, noisy, of course it will have a big impact on employee work comfort. Achieving workplace comfort can, among other things, be done by maintaining physical infrastructure such as always maintaining cleanliness, sufficient lighting, air ventilation, sound music and a comfortable office layout. Because the work environment can create binding work relationships between people in the environment (Nitisemito 1982, p.183). Company management should also be able to encourage initiative and creativity. Conditions like this then create enthusiasm to unite within the company organization to achieve company goals by improving employee performance.

Research on the influence of the employee work environment on employee performance conducted by Nurdyansyah (2009) showed that there was a significant influence between the work environment and employee performance. According to Kusani, (2008) the work environment has a significant influence on employee performance. As well as research conducted by Randall Schuller, the stress faced by workers is related to decreased work performance, increased work absenteeism and a tendency to experience accidents. This research takes the research object at STIE IBMT Surabaya in the field of education.

2. RESEARCH METHOD

Data collection methods in research are methods or methods used by researchers to obtain data in a study. The data collection method in this research uses the Questionnaire Method. A questionnaire is a number of written questions that will be answered by research respondents, so that researchers obtain field/empirical data to solve research problems and test predetermined hypotheses. In this research, the questionnaire used is a closed questionnaire, namely a question model where the answer to the question is available, so that respondents only choose from alternative answers that suit their opinion or choice. These closed questions explain respondents' responses to work environment variables, work stress and employee performance.

The population is all research subjects (Arikunto 1998, p. 130). The population in this study was all 50 employees of STIE IBMT Surabaya. The sample is a portion or representative of the population studied (Arikunto 1998, p.131). The sample in this research was 25 STIE IBMT Surabaya employees.

3. RESEARCH RESULTS AND DISCUSSION

This research aims to determine the influence of the work environment and work stress on

employee performance of employees at STIE IBMT Surabaya.

1. The results of the research show that there is a positive influence of the perception of the work environment on employee performance. This is proven by the statistical results of the t test for the work environment variable with a significance value of 0.000 which is less than 0.05 ($0.000 < 0.05$), with a calculated t value of 6.834 greater than t table 1.999 ($-6.834 < 1.999$) and the regression coefficient has a positive value of 0.676. So, it can be concluded that work environment variables have a positive and significant effect on employee performance. The better the work environment, the better the employee's performance. This is in line with research conducted by Dwi Septianto (2010) which states that this variable has a positive work environment which is significant on decreasing employee performance and the work stress variable has an insignificant negative effect on decreasing employee performance.
2. The results of this research indicate that there is a negative influence of work stress on employee performance. This is proven by the statistical results of the t test for the work stress variable with a significance value of 0.544 which is greater than 0.05 ($0.544 > 0.05$), with a calculated t value of 0.61 which is smaller than the t table of 1.999 ($0.61 < 1.999$) and the regression coefficient has a negative value of 0.092. So, it can be concluded that the work stress variable has no negative and significant effect on employee performance. Work stress does not affect employee performance. This is in line with research conducted by Dwi Septianto (2010) which states that this variable has a positive work environment which is significant on decreasing employee performance and the work stress variable has an insignificant negative effect on decreasing employee performance.

So this research succeeded in proving the second hypothesis which states that "work stress has a negative and insignificant effect on employee performance".

Based on the results of the research and discussion, several conclusions can be drawn as follows:

1. The work environment has a significant positive effect on employee performance at STIE IBMT Surabaya. This is evident from the significant value of 0.000, which is smaller than 0.05 ($0.000 < 0.05$), with the calculated t value of 6.834 being greater than the t table of 1.999 ($-6.834 < 1.999$) and the regression coefficient has a positive value of 0.676. So, it can be concluded that work environment variables have a significant positive effect on employee performance.
This means that the better the work environment, the more employee performance will increase. So, it can be concluded that work environment variables have a positive and significant effect on employee performance at STIE IBMT Surabaya
2. Work stress has a negative and insignificant effect on employee performance at STIE IBMT Surabaya. This is proven by the statistical results of the t test for the work stress variable with a significance value of 0.544 which is greater than 0.05 ($0.544 > 0.05$), with a calculated t value of 0.61 which is smaller than the t table of 1.999 ($0.61 < 1.999$) and the regression coefficient has a negative value of 0.092. So, it can be concluded that the work stress variable has a negative and insignificant effect on employee performance. This means that the higher the work stress, the lower the employee's performance level will be. So, it can be concluded that the influence of work stress on employee performance has an insignificant negative effect on STIE IBMT Surabaya employees.

The importance of improving a good work environment in helping improve employee performance, especially the availability of facilities in the workplace. Good work stress management will make employee performance better, one thing that can be done is by carrying out several positive activities to reduce employee burden or stress,

such as carrying out routine relaxation activities for employees every week.

4. ACKNOWLEDGEMENT

Thanks are addressed to the employees of STIE IBMT Surabaya

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