

The Influence of Work Stress, Work Environment on Employee Performance at PT Rekind Daya Mamuju in Mamuju District

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Abstrak

Penelitian ini menguji dampak stres kerja dan lingkungan kerja terhadap kinerja karyawan di PT. Rekind Daya Mamuju (RDM) di Kabupaten Mamuju. Dengan menggunakan pendekatan metode campuran, data kuantitatif dan kualitatif dikumpulkan melalui kuesioner, observasi, dan wawancara. Hasil penelitian menunjukkan bahwa stres kerja dan lingkungan kerja secara signifikan mempengaruhi kinerja karyawan. Secara khusus, stres kerja muncul sebagai faktor yang lebih dominan yang mempengaruhi kinerja. Temuan ini menekankan pentingnya mengatasi stres kerja dan menciptakan lingkungan kerja yang kondusif untuk meningkatkan kinerja karyawan. Penelitian ini berkontribusi pada pemahaman hubungan yang rumit antara variabel-variabel ini dan menawarkan wawasan yang berharga untuk manajemen organisasi dan upaya penelitian di masa depan.

Kata Kunci: *stres kerja, lingkungan kerja, kinerja karyawan, PT. Rekind Daya Mamuju (RDM)*

Abstract

This study examines the impact of work stress and work environment on employee performance at PT. Rekind Daya Mamuju (RDM) in Kabupaten Mamuju. Using a mixed-method approach, both quantitative and qualitative data were collected through questionnaires, observations, and interviews. The results reveal that both work stress and work environment significantly influence employee performance. Specifically, work stress emerged as the more dominant factor affecting performance. These findings emphasize the importance of addressing work stressors and creating a conducive work environment to enhance employee performance. The study contributes to the understanding of the intricate relationship between these variables and offers valuable insights for organizational management and future research endeavors.

Keywords: *Work Stress, Work Environment, Employee Performance, PT. Rekind Daya Mamuju (RDM)*

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INTRODUCTION

Human resource management is a process of dealing with various problems within the scope of employees, employees, laborers, managers and other workers to be able to support the activities of an organization or company in order to achieve predetermined goals. 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 determine the course of an organization. Therefore, the organization should provide positive direction in order to achieve organizational goals. One of the factors that affect the success rate of an organization is the performance of its employees. Employee performance is an action taken by employees in carrying out the work given by the company (Dessler, 2016). Every company always expects its employees to have achievements, because having outstanding employees will make an optimal contribution to the company. In addition, by having outstanding employees the company can improve the performance of its company.

To achieve company goals, of course, employees are required to maximize their performance. The quality of good performance cannot be obtained by simply turning the palm of the hand, but it must be done with hard work and high discipline, both in the short and long term. According to Irham Fahmi, (2018: 2) Performance is the final response received by an organization that is oriented towards profit and organizations that are not oriented towards profit in a certain period of time. Then according to Mangkunegara, (2009: 62) Performance is the result of work that should be achieved by individual employees or employees in quantity and quality in carrying out their duties in accordance with the responsibilities given. Efforts to improve employee performance include paying attention to work stress. One of the problems that everyone will inevitably face in working life is stress that must be overcome, either by the employee himself without the help of others, or with the help of other parties where employees work. Stress can arise in employees anytime and anywhere. As a definition according to Zahra (2015: 47) Work stress is a form of physical and emotional reaction that occurs due to a mismatch between work and workers' abilities, resources, or workers' needs. Stress that is not properly addressed will result in a person's inability to interact positively with their environment, which means employees will experience negative symptoms that will affect their performance.

Another factor that can affect employee performance is work environment factors. According to Mangkunegara (2010: 98) the work environment in question includes clear job descriptions, challenging work targets, effective work communication patterns, a relatively adequate work climate and work facilities. A company, although supported by the use of high technology, but the work environment is not supportive, then efforts to achieve company goals will not be achieved properly. The quality of human resources itself is also influenced by work environment factors. A supportive work environment makes the employee will be motivated to work as much as possible so that the employee's performance will increase.

PT Rekind Daya Mamuju (RDM) is a company established with the aim of building, owning and operating a Steam Power Plant (PLTU), with a capacity of 2X25 MW in Mamuju Regency located in Tabala Hamlet, Belang-Belang Village, Kalukku

District, Mamuju Regency, West Sulawesi Province to be distributed to PT Perusahaan Listrik Negara (PLN). PT Rekind Daya Mamuju was established on February 21, 2013 made in Jakarta which has been approved by the Minister of Law and Human Rights. PT Rekind Daya Mamuju (RDM) is a Steam Power Plant (PLTU) company in Mamuju Regency which is led by Mr. Harry Fardiman as the President Director of PT Rekind Daya Mamuju (RDM). PT Rekind Daya Mamuju (RDM) has sections in the implementation of employee duties, such as the operator, maintenance, engineering, mechanic and operation rental sections. PT Rekind Daya Mamuju (RDM) has employees in operating the Steam Power Plant (PLTU) company in Mamuju Regency with a total of 134 employees.

Based on the results of observations made by researchers about employee work stress at PT Rekind Daya Mamuju (RDM). One of the employees said that the amount of workload given was excessive so that employees had little free time to rest, this is what caused employee work stress at PT Rekind Daya Mamuju (RDM) and the work given was not in accordance with the field of expertise or employee abilities, causing many tasks or jobs that could not be completed on time. From the results of interviews with employees at PT Rekind Daya Mamuju (RDM) said that the work environment was inadequate such as the existence of several rooms that were not air conditioned, the office was a little noisy because the sound of the Steam Power Plant (PLTU) engine was quite large so that it disturbed employee concentration at work, the space was not neatly organized so that employees quickly felt bored in the office, but for employee performance it was still maximized in carrying out the assigned tasks with full responsibility.

METHODOLOGY

This research was conducted with a focus on the company PT Rekind Daya Mamuju (RDM) which is located in Belang-Belang Village, Kalukku District, Mamuju Regency, West Sulawesi. The research lasted for approximately 2 months, starting from July 2022 to the end of August 2022. In terms of data types and sources, the research used primary data and secondary data. Primary data was obtained from respondents' questionnaires, observations, and interviews. This research belongs to the type of explanatory research that aims to explain the effect of work stress and work environment on employee performance at PT Rekind Daya Mamuju (RDM). Secondary data, on the other hand, is supporting data derived from report documents, related regulations, and interview results.

The population in this study were all employees at PT Rekind Daya Mamuju (RDM) in Mamuju Regency, West Sulawesi, totaling 134 people. The sample was taken using accidental sampling technique, which resulted in a sample of 57 employees. Data collection techniques included observation, interviews, questionnaires, and literature references. Data analysis involved validity and reliability tests to measure the accuracy of the instruments used in the study. Furthermore, multiple linear regression analysis was used to examine the effect of work stress and work environment on employee performance. The simultaneous test (f test) was used to test the effect of independent variables jointly on the dependent variable, while the partial test (t test) was used to test the effect of independent variables partially on the dependent variable. Operational definitions have been formulated for each research variable. Job stress is defined as a feeling of threat due to a mismatch in interaction with work. Indicators

include workload, leadership pressure, work facilities, and personal problems. Work environment refers to all physical and non-physical aspects around employees. Employee performance is measured through aspects of quality, quantity, work time, and cooperation.

RESULTS AND DISCUSSION

In this study, multiple regression analysis was employed to predict the value of the dependent variable by considering the independent variables. The details of this analysis can be observed in Table 1.

Table 1. Hypothesis Testing Result

Variable	Beta	T Value	Significant
Constant	3.571	.583	.563
Work Stress	.525	4.730	.000
Work Environment	.573	3.380	.003
F Square		22.071	.000

The analysis outcomes indicate a substantial and statistically significant impact of work stress on employee performance within PT. Rekind Daya Mamuju (RDM). The significance is highlighted by the p-value of 0.000, which is considerably lower than the conventional significance level of 0.05. This p-value signifies the probability that the observed relationship between work stress and employee performance could have occurred by mere chance. Given that the p-value is extremely small, it strongly suggests that the observed relationship between these variables is very unlikely to be a random occurrence. Furthermore, the calculated t-test statistic (*t* hitung) for the relationship between work stress and employee performance is 4.730, while the critical t-value (*t* tabel) at a significance level of 0.05 and appropriate degrees of freedom is 2.006. By comparing the calculated t-value to the critical t-value, it becomes evident that $4.730 > 2.006$. This indicates that the calculated t-value surpasses the critical threshold, implying that the relationship between work stress and employee performance is statistically significant. This confirmation further reinforces the conclusion that was initially drawn from the p-value. In a broader context, these results hold significant implications. They suggest that variations in work stress levels among employees can indeed lead to notable differences in their performance within PT. Rekind Daya Mamuju (RDM). This implies that higher levels of work stress might contribute to diminished employee performance, whereas lower levels of work stress could potentially lead to enhanced performance. However, it's important to acknowledge certain limitations and possible factors at play. The analysis establishes a statistical relationship between work stress and employee performance, but it doesn't determine the direction of causality. It's possible that increased work stress negatively affects employee performance, but it's also plausible that employees with lower performance levels experience more stress due to job demands.

The analysis outcomes indicate a significant relationship between the work environment and employee performance within the context of PT. Rekind Daya Mamuju (RDM). This significance is demonstrated by the p-value of 0.003, which is

smaller than the commonly used significance level of 0.05. The p-value represents the probability that the observed relationship between the work environment and employee performance could have arisen by random chance alone. Given that the p-value is less than 0.05, it indicates that the relationship between these variables is statistically significant. Additionally, the calculated t-test statistic (t_{hitung}) for the relationship between the work environment and employee performance is 3.380, while the critical t-value (t_{tabel}) at a significance level of 0.05 and appropriate degrees of freedom is 2.006. When comparing the calculated t-value to the critical t-value, we find that $3.380 > 2.006$. This implies that the calculated t-value exceeds the critical threshold, indicating that the relationship between the work environment and employee performance is statistically significant. This affirmation further corroborates the conclusion drawn from the p-value. In a broader context, these results hold important implications. They suggest that the work environment significantly influences employee performance within PT. Rekind Daya Mamuju (RDM). This implies that factors related to the work environment, such as physical conditions, social interactions, and available resources, have an impact on how well employees perform their tasks and contribute to the organization. However, it's important to acknowledge certain limitations and potential factors. While the analysis identifies a statistical relationship, it doesn't establish causation. The observed correlation between work environment and employee performance might be influenced by other factors that were not included in the analysis.

The analysis results show that there is a statistically significant combined effect of variables X1 and X2 on variable Y within the context of PT. Rekind Daya Mamuju (RDM). This is indicated by the significance value (p-value) of 0.000, which is well below the commonly used significance level of 0.05. The p-value reflects the likelihood that the observed joint relationship between work stress, work environment, and employee performance could have occurred by random chance alone. Given the very small p-value, it strongly suggests that the combined influence of these variables on employee performance is highly unlikely to be due to randomness. Furthermore, the calculated F-test statistic (F_{hitung}) for the simultaneous influence of variables X1 and X2 on variable Y is 22.071, while the critical F-value (F_{tabel}) at a significance level of 0.05 and appropriate degrees of freedom is 3.17. By comparing the calculated F-value to the critical F-value, it's clear that $22.071 > 3.17$. This indicates that the calculated F-value exceeds the critical threshold, implying that the joint impact of variables X1 and X2 on variable Y is statistically significant. This finding further strengthens the conclusion drawn from the p-value. In a broader context, these results have significant implications. They suggest that considering both work stress and work environment together is essential for understanding and predicting employee performance within PT. Rekind Daya Mamuju (RDM). The work environment and work stress can interact in complex ways, potentially amplifying or mitigating each other's effects on employee performance. It's important to acknowledge limitations and potential factors. While this analysis establishes a statistical relationship, it doesn't establish causation. The observed combined effect could be influenced by other unmeasured variables that also impact employee performance.

CONCLUSION

The findings of this study emphasize the substantial influence of both work stress and work environment on employee performance within PT. Rekind Daya Mamuju (RDM) in Kabupaten Mamuju. The significant impact of these variables underscores their critical roles in shaping the effectiveness and productivity of the organization's workforce. Moreover, it is evident that among the variables investigated, work stress takes precedence as the more prominent contributor to employee performance at PT. Rekind Daya Mamuju (RDM) in Kabupaten Mamuju. This outcome, as indicated by the higher beta coefficient of 0.475, highlights the pivotal role of managing and addressing work stress to enhance overall employee performance. The implications of these findings resonate not only with the specific organization but also offer insights for broader managerial practices. Prioritizing the reduction of work stressors and cultivating a conducive work environment emerges as a key strategy for fostering a motivated and high-performing workforce. This study serves as a stepping stone for future research endeavors in the field. By exploring the intricate interplay between work stress, work environment, and employee performance across diverse organizational contexts, researchers can contribute to the continuous improvement of employee well-being and organizational success. To conclude, the evidence presented underscores the significance of managing work stress and optimizing the work environment for boosting employee performance. The organization's commitment to these aspects is integral to achieving enhanced productivity, job satisfaction, and overall success.

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