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Effect Work Stres and Work Environment on Employee Performance in the Office of Notary & PPAT Linda Hartono, S.H.

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Abstract

Human resources (HR) are the most important asset for a company in achieving expected performance goals. Thus, the company must improve the current workforce to meet the expected job demands. A company is considered successful when it achieves its goals and targets. The success of the company depends on high-performing workers. Therefore, the company needs to improve employee performance by optimizing existing potential, one of which is through managing work stress and the work environment. This study aims to determine and analyze the effect of work stress and the work environment on employee performance at the Notary & PPAT Office of Linda Hartono, S.H., both partially and simultaneously. The method used is a quantitative method with a sample consisting of the entire employee population, namely 36 people. The data collection technique used a Likert-scale questionnaire, and the collected data were analyzed using data quality analysis techniques, classical assumptions, hypothesis testing, and determination coefficients using IBM SPSS software. The results of the study indicate that: 1) Work stress (X1) partially has a positive and significant effect on employee performance, this result is proven by the calculated t value of 3.67> t table 1.192, and significant at 0.003 <0.05. 2) The work environment (X2) is also partially proven to have a positive and significant effect on employee performance, by showing a calculated t value of 5.887>1.692, with a significance of 0.000 <0.05. and 3) Work stress (X1) and the work environment (X2) simultaneously give a good and significant effect on employee performance at the Notary & PPAT Office of Linda Hartono, S.H. The test shows that the calculated F is 28.11> F table 3.28 and a significance value of 0.000 <0.05.

Keywords: *Work Stress; Work Environment; Employee Performance.*

INTRODUCTION

When running a company, of course human resources are the most important asset for the company. Thus, the company must increase the current workforce to meet the expected job demands. To achieve performance goals, the company must recruit better performing employees in various ways to encourage and optimize the potential of current employees by increasing productivity and optimal employee performance (Malik & Rully, 2021). Employee performance shows success quantitatively and qualitatively, this must be in line with the authority and responsibility of each, and aims to achieve company goals legally, without violating the law, and still comply with morals and ethics. According to (Khusnul Khotimah, 2024).

According to (Pransiska & Ekowati, 2023) an example of a trigger that affects employee performance is work stress. Stress can help or harm a company's performance. Pressure can be good or bad, often arising from heavy workloads, time constraints, or lack of clarity about tasks. It is very important for companies to deal with workplace stress to prevent adverse effects on the health and productivity of the workforce. Stress is when someone pushes themselves and their souls beyond their

2

limits. An employee who experiences this level of stress can endanger their health and interfere with their work. According to (Fitriyah Nurul Khikmah, 2020).

In addition to stress in the workplace, the work environment also affects employee performance. The work environment has a significant contribution to improving performance. According to (Dwi Novita Sari et al., 2022) the work environment is everything that happens in a work relationship, both relationships with superiors and coworkers.

Notary & PPAT Linda Hartono, S.H. Office is a professional service institution that operates in the field of document legality. This profession plays an important role in managing various valuable documents. As a public official, a notary has the authority to draft authentic deeds related to certain legal actions. The duties of a notary include determining the official date of the deed, storing documents, certifying authenticity, and making and submitting copies of the deed. The notary is also responsible for ensuring that the resulting deed is in accordance with the law. Meanwhile, PPAT has the authority to draft various deeds, such as deeds of sale and purchase, deeds of mortgage binding, deeds of gift, deeds of letters encumbering mortgage rights and other documents related to land rights.

Notary & PPAT Office Linda Hartono, S.H. is the object of the author's research, where the researcher identified a phenomenon that needs attention. This is due to the fact that work stress and the work environment significantly affect workers in the company. Many of them seem indifferent to their coworkers. For example, if faced with problems such as printers not working properly, photocopiers are broken, and printer ink runs out, they will not empathize with each other and do not report the problem to their superiors. Then the lack of team work, which includes not making joint decisions and working alone without contributing to the work.

TEORETICAL BASIS
Work Stres

According to Marihot Efendi Hariandja (2002:303). The word "stress" comes from the Latin "stingere", which was used in the 17th century to describe difficulties, suffering and misfortune. Stress is tension or emotional pressure experienced by a person when facing great demands, as well as important opportunities that can have an impact on their emotions, thoughts and physical condition (Tunjungsari, 2020).

According to Sunyoto (2013:215) stress is something that concerns the interaction between individuals and the environment, namely the interaction between stimulation and response. So stress is a consequence of every action and environmental situation that causes excessive psychological and physical demands on a person (Khairani et al., 2024).

Work Environment

The work environment includes all indicators in the area of workers that affect their productivity levels. According to Siagian (2014), working conditions are like the area where employees carry out their daily tasks. According to (Yustika, 2022).

According to Kasmir (2018), working conditions include the workplace area, such as layout, facilities, and infrastructure, as well as working relationships with coworkers. According to Sedarmayanti (2017), working conditions are a place where various groups can collaborate to achieve company targets that are in line with the company's vision and goals (Damayanti & Subagja, 2023).

Employee Performance

Based on the views of Mahendro S. and Donni J.P. (2018:193) Performance is real behavior displayed by each person as work achievements produced by employees according to their roles in the organization (Malik & Rully, 2021).

According to Rivai defines that the results or level of success of a person as a whole in a certain period of time compared to the agreed target is called employee performance (Abu et al., 2020).Tthe researcher concludes that employee performance is defined as the level of achievement of employees who have the ability to complete tasks with the required quality and quantity.

METHOD

This study uses quantitative methods used to test hypotheses or measure the relationship between certain variables. According to (Arikunto, 2019), Population refers to the entire research subject, if someone wants to research all the elements in the research area, then the research is population research. The study or research is also called a population study or census study. The population of this study is all employees totaling 36 employees at the Notary & PPAT Office Linda Hartono, S.H. This study uses a saturated sample (census). According to Arikunto, a saturated sample is the entire population as a research sample if the population is below 100, but if the population is above 100, 10-15% or 15-25% can be taken (Arikunto, 2019). The total population to be sampled is 36 employees.

The data collection technique used questionnaires distributed to 36 employees, then processed using SPPS. Data analysis techniques in this study include: (a) validity test to assess the validity of research data, (b) reliability test to assess the consistency of research data, (c) normality test to determine whether the data is normally distributed, and (d) hypothesis test to determine whether there is a significant relationship between the independent variable and the dependent variable.

RESULTS AND DISCUSSION
Validity Test Results
In order to see the comparison, the r table is known using the formula (df = n – 2), so df =

36 – 2 = 34. The table r coefficient value in this calculation is 0.339.

Table 1 Validity Test Results

Variable	Items	R Count	R Table	Information
Work Stres (X1)	X1.P1	0,723	0,339	Valid
	X1.P2	0,649	0,339	Valid
	X1.P3	0,706	0,339	Valid
	X1.P4	0,679	0,339	Valid
	X1.P5	0,721	0,339	Valid
	X1.P6	0,562	0,339	Valid
	X1.P7	0,619	0,339	Valid
Work Environment (X2)	X2.P1	0,731	0,339	Valid
	X2.P2	0,613	0,339	Valid
	X2.P3	0,690	0,339	Valid
	X2.P4	0,576	0,339	Valid
	X2.P5	0,680	0,339	Valid
	X2.P6	0,664	0,339	Valid
	X2.P7	0,595	0,339	Valid
Employee Performance (Y)	Y.P1	0,752	0,339	Valid
	Y.P2	0,341	0,339	Valid
	Y.P3	0,393	0,339	Valid
	Y.P4	0,533	0,339	Valid
	Y.P5	0,594	0,339	Valid
	Y.P6	0,751	0,339	Valid
	Y.P7	0,783	0,339	Valid
	Y.P8	0,753	0,339	Valid
	Y.P9	0,619	0,339	Valid
	Y.P10	0,772	0,339	Valid
	Y.P11	0,736	0,339	Valid
	Y.P12	0,674	0,339	Valid
	Y.P13	0,804	0,339	Valid

Source: SPPS data processing results, (2024)

Based on the table above, it shows that the testing of the research instrument with each statement R count > R table, so that the statements on all variables of Work Stress, Work Environment and Employee Performance are declared valid as measuring instruments.

Reliability Test Results

This examination determines the consistency of the results when used repeatedly. It can be applied to each statement item in the questionnaire, and the results are reliable if the respondents provide consistent answers to each statement item. The reliability statistics table states that it is reliable if the Cronbach Alpha value is > 0.70.

Table 2 Realiability Test Results of X and Y Variables

Variable	*Cronbach Alpha Values*	Information
Work Stres (X1)	0,791	Reliable
Work Environment (X2)	0,763	Reliable
Employee Performance (Y)	0,887	Reliable

Source: SPPS data processing results, (2024)

As shown above, the independent variables and dependent variables are considered reliable because each has a value > 0.70, namely for work stress (X1) 0.791, work environment (X2) 0.763, and employee performance (Y) 0.888.
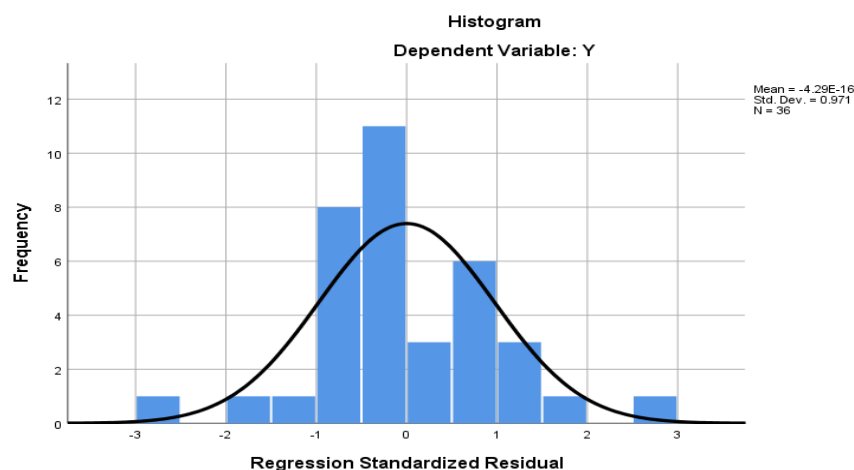
Normality Test Results

This test can be seen from the Kolmogorov Smirnov and histogram, the aim is to see whether the research variables have a normal distribution or not, with a significance level value > 0.05 indicating a normal distribution.

Table 3 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		36
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.96794411
Most Extreme Differences	Absolute	.133
	Positive	.133
	Negative	-.113
Test Statistic		.133
Asymp. Sig. (2-tailed)		.111[c]

Source: SPPS data processing results, (2024)

The Kolmogorov Smirnov test above produces Asymp, Sig (2-tailed) $0.111 > 0.05$, stated to be normally distributed.
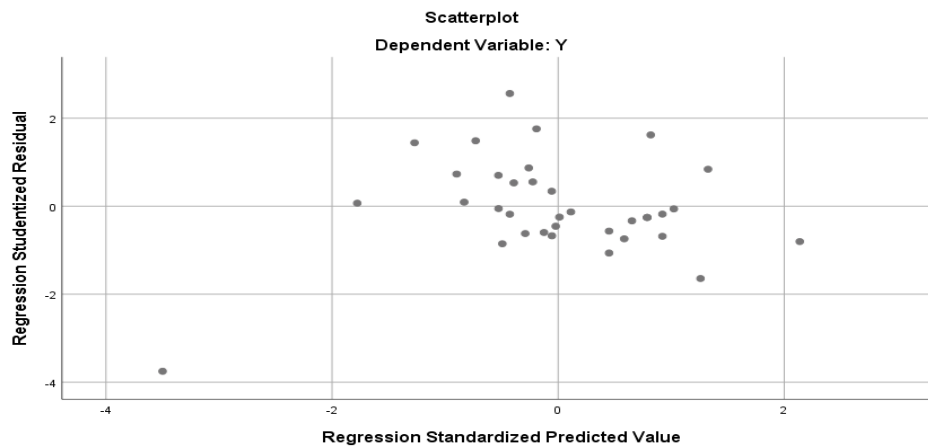

Source: SPPS data processing results, 2024.

Picture 1 Histogram Normality Test Results

In the graph, the data is seen to be in the shape of an inverted bell as it fills the bell line, indicating that the data is normally distributed.

Heteroscedasticity Test Results

Heteroscedasticity value with the aim of seeing whether there is inequality of variance between different residual observations in the regression model. When the variance between the residuals from one monitoring and another monitoring remains constant, it is called homoscedasticity and when it changes, it is called heteroscedasticity.

Source: SPPS data processing results, (2024).
Picture 2 Heteroscedasticity Test Results

Based on these statistics, it can be seen that the points are spread randomly and do not form a certain pattern. This indicates that this research is free from heteroscedasticity symptoms.

Multicollinearity Test Results

Aims to measure the relationship between independent variables and the regression model. If the total tolerance value > 0.10 and the variance inflation factor (VIF) < 10, then the regression model is declared free from multicollinearity problems.

Table 4 Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1	(Constant)	4.854	6.737		.721	.476		
	X1	.525	.166	.345	3.167	.003	.947	1.056
	X2	1.222	.208	.640	5.887	.000	.947	1.056

a. Dependent Variable: Y

Source: SPPS data processing results, (2024)

Tolerance value for work stress (X1) and work environment (X2) is 0.947 > 0.10, while the VIF value for both variables is 1.056 < 10. Therefore, each of the variables studied is not related to each other. So it can be concluded that the regression model is free from multicollinearity. Multiple Linear Regression Test Results.

Partial Test Results (T-Test)

In this test hypothesis, it is proven that there is an influence of work stress (X1) and work environment (X2) on employee performance (Y). Therefore, by calculating t table = a / 2; n - k - 1 (0.05 / 2; 36 - 2 - 1 = 33), the t table value is 1.69236 or rounded to 1.692. The results of the t test help determine the significance of data from the coefficient table. If the t count result is > t table value and the significance value is <0.05, then Ho is rejected and Ha is accepted. This states that the dependent variable can be partially influenced by the independent variable. The following t count values are:

Table 5 Partial Test Results (T-Test)

Coefficients[a]

Type		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.854	6.737		.721	.476
	X1	.525	.166	.345	3.167	.003
	X2	1.222	.208	.640	5.887	.000

Source: SPPS data processing results, (2024)

Work stress (X1) with employee performance (Y) shows a significance value of 0.003 < 0.05, and the calculated t value is 3.167 > t table value of 1.692. This indicates that Ho1 is rejected and Ha1 is approved, so it is partially stated that work stress (X1) significantly affects employee performance (Y).

The work environment (X2) shows a significant influence on employee performance (Y) with a significance value of 0.000 <0.05, and t count 5.887 > t table result 1.692. Thus, Ho2 is rejected and Ha2 can be approved. This concludes that partially the work environment (X2) significantly affects employee performance (Y).

Simultaneous Test Results (F Test)

Testing the relationship between independent variables and dependent variables is done simultaneously. If the measurement of significance <0.05 and f count > f table, it is stated that Ha is accepted and Ho is not accepted. The value of f count can be found in the Anova table, with the calculation (df) numerator = sum of all variables - 1, (3 -1 = 2), and df denominator = n - k - 1, (36 - 2 - 1 = 33), at the level of significance α = 0.05, based on this calculation, the value of F table is 3.28.

Table 6 Simultaneous Test Results (Test F)

ANOVA[a]

Type	Sum of Squares	Df	Mean Square	F	Sig.
Regression	938.829	2	469.414	28.111	.000[b]
Residual	551.060	33	16.699		
Total	1489.889	35			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: SPPS data processing results, 2024.

based on the table above, the F count measurement is 28.111 > F table 3.28 and the significance value is 0.000 < 0.05. So Ho3 is rejected and Ha3 is accepted. Thus stating that simultaneously the variables of work stress (X1) and work environment (X2) have a significant influence on employee performance (Y).

Results of Determination Coefficient Analysis

Table 7 Coefficient Determination
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.794[a]	.630	.608	4.086

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: SPPS data processing results, (2024)

Based on the table above, the Adjusted R Square value is known to be 0.608 or 60.8% of the Work Environment (X1) and Work Discipline (X2) values on Employee Performance (Y). While the remaining 39.2% (100% - 60.8%) is influenced by other factors or variables outside of this study.

The Effect of Work Stress on Employee Performance
The results of data analysis state that the work stress variable (X1) has a relationship with employee performance (Y), with a significance value of 0.003 <0.05, and a calculated t value of 3.167> t table value of 1.692. Thus, Ho1 is rejected and Ha1 is accepted. This study shows that work stress is accepted as an influential factor. This is because employees have a positive and significant influence on how well they work. In other words, if work stress decreases, their performance will increase.

The Influence of Work Environment on Employee Performance
The results of the analysis using SPSS show that there is a significant relationship between the work environment variable (X2) and employee performance (Y), with a significance value of 0.000 <0.05, and a calculated t value of 5.887> t table value of 1, 692. Therefore, Ho2 is rejected and Ha2 is accepted. In conclusion, the work environment has a positive and significant influence on employee performance. This means that if the work environment is comfortable, performance will also increase.

The Influence of Work Stress and Work Environment on Employee Performance
Based on the data, the F test produces a calculated F of 28.111 > F table 3.28, with a significance level of 0.000 < 0.05. Therefore, Ho3 is rejected and Ha3 is accepted, thus simultaneously stating that the variables of work stress (X1) and work environment (X2) have a positive and significant influence on employee performance (Y).

CONCLUSION
Based on the results of the analysis and discussion of data that has been carried out regarding the Influence of Work Stress and Work Environment on Employee Performance at the Notary & PPAT Office of Linda Hartono, S.H., it can be concluded that:
1. Work stress (X1) partially has a positive and significant effect on employee performance at the Linda Hartono, SH Notary & PPAT Office. This result is proven by the calculated t value of 3.167> t table 1.192, and a significance of 0.003 <0.05.
2. The work environment (X2) is also partially proven to have a positive and significant effect on employee performance at the Linda Hartono, SH Notary & PPAT Office. by showing a calculated t value of 5.887> 1.692, with a significance level of 0.000 <0.05.
3. Work stress (X1) and the work environment (X2) simultaneously give a good and significant effect on employee performance (Y) at the Linda Hartono, SH Notary & PPAT Office. The test shows that the calculated F is 28.111> F table 3.28 and a significance value of 0.000 <0.05.

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