



The Influencee of Stress and Work Environment at Employee Performancee in PT. Golden Hope Nusantara

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ABSTRACT

The back ground to these research are that there are still employees who feel stressed when facing their work. Then stress occurs for employees to carry out tasks as their obligations. The aim is to test this r searc: (1) to is looking for and test how Stress partially influences employe duties at PT. golden Hope (GHP), (2) for finded that out test to worked environment partially influences emplye performa in Golden Hope Nusantara (GHP), (3) to finded the out and Testing stress and the work environment simultaneously influence Worked environm simultan Golden Hope Nusantara (GHP).This resear desig a quantitativ and a study population of alls HR&GA company Golden Hope Nusantara (GHP) employees was 30 respondents using One Way regresi analis data. The research results show 1) Stress has a significant effect on the performance of PT Golden Hope Nusantara (GHP) employees, (2) the work environment has a significant effect on employee performance, (3) stress and the work environment have a significant effect on the performance of PT Golden Hope Nusantara (GHP) employees. This indicates that stress, which is caused by physical and mental fatigue as well as factors in the company's work environment, must receive more attention from the company so that employee performance will be better in the future.

INTRODUCTION

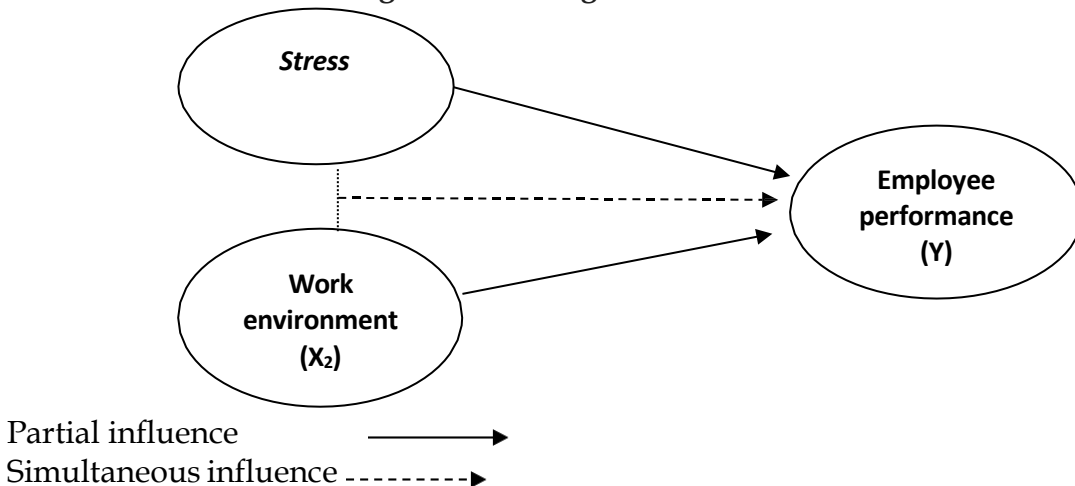
Human resources are the science or means of controlling the interaction and use of the workforce owned by individuals efficiently and effectively which benefits both the business and employees (Firstly & Acep, 2023). Apart from the stress factor, Where we work have big influence in employee performance. Strengthened by research results from (Latif, Ismail, Nurmega, & Irwan, 2022), it is concluded that the work environment influences employee performance. However, there are inconsistent research results, namely research from (Sinollah & Amin, 2021), which states that the work environment has no effect on employee performance. The object the purpose of carrying out this researchs at PT Golden Hope Nusantara (GHP) Kotabaru Regency. Maintaining a good Workplace habits are one of them, supporting company for employe productivit which ultimately has an impact on increasing employee performance levels, there are phenomena that emerge related to employee performance, namely: 1) There are still employees who feel pressured in facing their work because the work they do is not in accordance with their abilities, 2) The occurrence of burnout in employees no longer occurs, giving rise to motivation that appears when employees perform small, machine-like tasks repeatedly. The reason problems in the field and inconsistent differences in researchs results above, title of my research is: Influenc Stress and Work Environmen on Employe Performance at company Golden Hope Nusantara (GHP) Kotabaru Regency.

LITERATURE REVIEW

Theoretical Framework

Sugiyono (2014) said that a thinking framework is a conceptual model of how theory relates to various factors that have been identified as important problems.

Figuree 01. Thought Framework



This research examines the effect of stress & work environment on employee performance. There are three variables tested in this research, namely: Stress, work environment, and employee performance.

Theoretical Research Hypothesis

The research results were obtained as follow:

- 1). Stress partially influences employe performan.

- 2). The work environments partially influences employe performan.
- 3). Stress and the work environments simultan influence employe performan.

Research of statistical Hypothesis

There is a relationship between the stress variable (X1) and the work environment (X2) with the employe performan variablee (Y)

H0 : r. X.1 X,2 Y =

0 Hi : r. X.1 X.2 Y >0

METHODOLOGY

This section explains the implementation of the research to be carried out, which includes the following stages:

1. The author conducted research using quantitative method approach. Explanatory research according to Sugiyono (2014) is a research technique that tries to explain the relationship between research variables and the influence of one variable on other variables.
2. This research confirms the explanation of the influence of stress and the work environment on employe performance at PT Golden Hope Nusantara (GHP).
3. This research was carried out in June 2024. The research location was carried out at the company. PT Golden Hope Nusantara, and is an oil palm plantation and management company. Located in Kotabaru Regency, South Kalimantan Province. PT Golden Hope Nusantara (GHP) manages oil palm plantations, and processes them into cooking oil.
4. The population in this study were all HRD employees at PT Golden Hope Nusantara (GHP), totaling 30 employees. Furthermore, according to Arikunto (2019:109), the definition of a sample is a portion or representative of the population to be studied. The research sample uses a saturated sample, that is, the total population is used as the sample.
5. The operational definition of a research variable according to Sugiyono (2015:38), is an attribute or nature or value of an object or activity that has certain variations that have been determined by the researcher to be studied and then conclusions drawn. The operational definition of each variable
6. Research instruments are measuring tools used to collect data or information in a study. This research instrument uses a questionnaire or questionnaire which will be given to employees at PT Golden Hope Nusantara (GHP). The scale used uses a five-point Likert scale.

Data collection techniques are methods or procedures used by researchers to obtain information about a study. The data collection techniques used in this research are:

- 1). Questions
- 2). Documentation.

Then there are several research techniques used in this research, namely: Normality, Multicollinearity, Heteroscedasticity, Multiple Linear Regression, Hypothesis, and Simultaneous.

FINDING AND DISCUSSION

Type of responden

The types of respondents observed were: Gender, Age, Education and Years of Work, let's look at the table below:

Table.1 Gender Type of Respondents

Numbers	Information	Responden	Persentase
01	Man	14	47%
02	Ladies	16	53%
	Amount	30	100%

Type Gender information in the table 1, can be seen about gender PT Golden Hope Nusantara (GHP) respondents, namely 16 people, and the remaining 14 people were men. This show that the majority from employee at PT Golden Hope Nusantara (GHP) who were taken as respondents were women.

Table 2. Types based on respondent's age

Number	Information	Responden	Persentase
01	20-25	20	67%
02	26-30	7	23%
03	31-40	3	10%
04	41-50	0	0
05	> 50	0	0
	Amount	30	100%

Based on the information shown in this table, it turns out that most of those who responded to this question were 20 people aged 20-25 years, then there were around 7 people aged 26-30 years, and around 3 people aged 31-40 years. respondents.

Table 3 Characteristics of Based of responden in Education Level

	Information	Responden	Persentase
1	SLTA/Sederajat	17	57%
2	Diploma	11	36%
3	S-1	2	7%
4	S-2	.0	0
	Amount	30	100.%

Table 3. saw that the majority of respondents were high school graduates, 17 people, 11 people with diplomas, and 2 people with Strata 1.

Table 4. Respondents are reviewed based on their length of service

No	Information	Responden	Persentase
1	< 1 Year	3	10%
2	1-5 Year	19	63%
3	6-10 Year	8	27%
4	11-15 Year	0	0
5	> 15 Year	,0	0
	Amout	30	100.%

In table 4, it is clear how long the employees have worked, namely: 19 people, 1-5 years of work, 8 people, 6-10 years of work, and 3 people with <10 years of work.

Validity Test

Table 5 Validity test

Variabel	Pearson Correlation	Sig (2- Tailed)	Information
Stress (X₁)			
Physical Fatigue (X _{1.1})	,700**	0,000	Valid
Emotional Exhaustion (X _{1.2})	,714**	0,000	Valid
Mental Fatigue (X _{1.3})	,727**	0,000	Valid
Low Reward (X _{1.4})	,584**	0,001	Valid
Work Environment (X₂)			
Lighting (X _{2.1})	,905**	0,000	Valid
Color (X _{2.2})	,841**	0,000	Valid
Air (X _{2.3})	,907**	0,000	Valid
Voice (X _{2.4})	,851**	0,000	Valid
Employee Performance (Y)			
Quantity of Work (Y ₁)	,628**	0,000	Valid
Quality of Work (Y ₂)	,606**	0,000	Valid
Independence (Y ₃)	,736**	0,000	Valid
Initiative (Y ₄)	,765**	0,000	Valid

Source: SPSS data by researcher, 2024

The type of validity test used in this research is the Pearson correlation test, which is a type of test to correlate the relationship between each item score. From table validity test above show that Stress, work environment, and employee performance variable

have validitas criteria for all statement item with significant value of less than ,0.05, this shows each statement item is suitable for use as research.

Reliability Test

Tabel.6 Reliability Test Results

Variabel	Cronbach's Alpha	Infomation
Stress	0,661	Reliabel
Work Environments	0,898	Reliabel
Employee Performancee	0,844	Reliabel

Source: SPSS data by researcher, 2024

Table 6 shows that Cronbach's Alpha for stress factors is 0.661, work environment is 0.98, & employee performance is 0.48. This shows that the questions submitted are reliable, where the Cronbach's Alpha value exceeds 0.60. This means that the questions used are consistent.

After conducting research analysis regarding "the influence of stress and the work environment on employee performance at PT Golden Hope Nusantara (GHP)" using several data analysis and regression methods which were declared suitable for use, this means that stress and the work environment have a significant influence on performan employe. This can be proven by several research test results such as normality tests, multicollinearity, heteroscedasticity, Multiple Linear Regression, Hypothesis testing, and Simultaneous.

Normality Test

Figure 1 Normality result

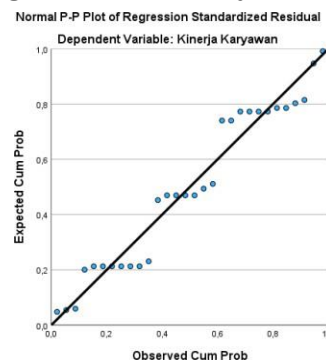


Figure.2 Normality Using Plot

From P-plot graph, you can see the distribution of data contents which focuses on the average and the P-plot values which are located on the diagonal line, this can of course be called normal research data. spread and distribution. With normal data in this research, this research can be continued. To confirm the normality test results, the researchers carried out Kolmogorov-Smirnov test with the result.

Multicollinearity Test

Table.7 Multicollinearity

Coefficients ^a								
Model		Unstandardized Coefficients	Standardized Coefficients		T	Sign.	Collinearity Statistics	
			B	Stds. Error			Beta	Tolerance
1	(Constant)	0,575	2,837		0,203	0,840		
	<i>Stress</i>	0,476	0,059	0,673	8,135	0,000	0,816	1,226
	<i>Work Environment</i>	0,626	0,168	0,308	3,272	0,001	0,816	1,226

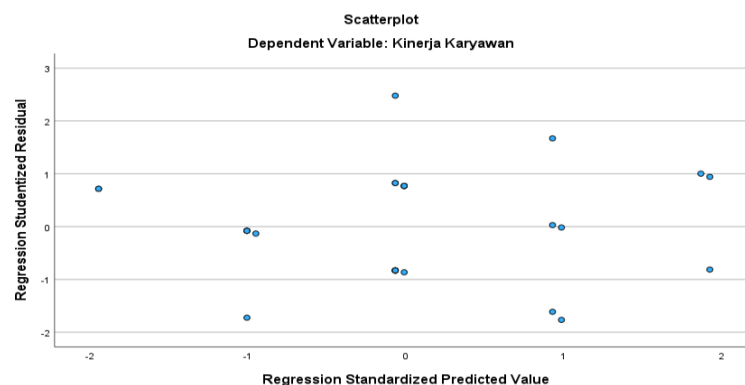
a. Dependents Variable: *Employee Performance*

From: SPSS data by researcher, 2024

From table 7, can be see that tolerance value is close to number 1 and Variance Inflation Factor value is also close to number 1, for each variable shown by the Stress and work environment tolerance value of 1.226.

Heteroscedasticity Test

Figure 2 Heteroscedasticity Test Results



Data: SPSS by researcher, 2024

In this graph, you can see that the scatterplot counts are spreading, both upwards and downwards, and can be seen at number 0, especially on the Y axis, then there is no clear pattern in the regression equation model, so the regression model can be used to predict employee performance. Based on the results of the researcher's observations, there is a significant influence on stress and the work environment.

Multiple Linear Regression

Table.8 Multiple Linear Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sign.
		B	Std. Error	Beta		
1	(Constants)	0,575	2,837		0,203	0,840
	Stress	0,476	0,059	0,673	8,135	0,000
	Work Environment	0,626	0,168	0,308	3,272	0,001
a. Dependents Variable : <i>Employee Performance</i>						

From on table 8, multiple linear equations can be obtained as follow::

$$Y = 0.576 + 0.476 X_1 + 0.626 X_2 + e$$

The multiple linear regression coefficient above can be interpreted as a constant regression coefficient of 0.576, indicating that if the burnout variable has a value of 0.000<0.05, which means it is significant. And the work environment variable has a value of 0.001<0.05, which means it is significant.

Hypothesis (T) Test

Table 9. Results Test T

Coefficients ^a						
Models		Unstandardized Coefficients		Standardized Coefficient	T	Sign.
		B	Std. Error	Beta		
1	(Constants)	0,575	2,837		0,203	0,840
	Stress	0,476	0,059	0,673	8,135	0,000
	work environment	0,626	0,168	0,308	3,272	0,001
a. Dependents Variablee: <i>Employe Performance</i>						

Data : SPSS by researcher, 2024

The results of the hypothesis test can be seen in table-9 where stress has a significance level of ,0.000. This shows that the Stress variable have significant influence on employee performance because the significance of the Stress variable is smaller than ,0.05.

Simultaneous Test (F)

Tabel 10 Simultan Test Result

ANOVA ^a						
Models		Amount of Squares	Df.	Means.Square	F.	Sig
1	Regressions	6,765	2.0	3,383	8,531	,001 ^b
	Residuals	10,702	27.0	0,397		
	Amout	17,468	29.0			
<i>a. Dependents Variabe : Employee Performance</i>						
<i>b. Predictors : (Constant), Work Environment, Stress</i>						

Primary data processed in 2024

In this table we can see that the F-value obtained is 8.532 with a significance of 0.001. This means that the regression model is ready to be used because the significance is greater than or smaller than 0.05 and it can be concluded that stress and the environment in which we work have an influence on performance of employee.

From the research results, it turns out that there is a partially significant relationship between stress and employee performance, then there is a partial relationship between the work environment and employee performance, and there is a simultaneously significant relationship between stress and the work environment and employee performance.

CONCLUSION AND FURTHER RESEACH

From the results of observations, we can draw the following conclusions:

1. The test results on the Stress variable show that stress has a partially significant relationship with employe performance.
2. Based on the test results on variable environment of work, it turns out that the environment of work has a partially significant influence on employee performance.
3. From the results of observations made by the author, it was found that stress variables and environment of work to have significant influence simultaneously on employe performance in the company PT Golden Hope Nusantara (GHP)

SUGGESTION

For the company PT Golden Hope Nusantara (GHP), it is hoped that this research can be used as input or material needed as a company solution in order to improve employee performance, with good employee performance of course it can help to achieve the company's vision and mission.

RESEARCH LIMITATIONS

1. Limited time, energy and abilities
2. The respondent's ability is still lacking in understanding the questionnaire submitted, as well as honesty in filling it out
3. Many researchers have made observations regarding the influence of stress and environment of work in employee performance, so there is still much that needs to be developed
4. The conclusions presented only in this research were only obtained from data analysis in one company, so the sample, place, instruments and research time were very limited.

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